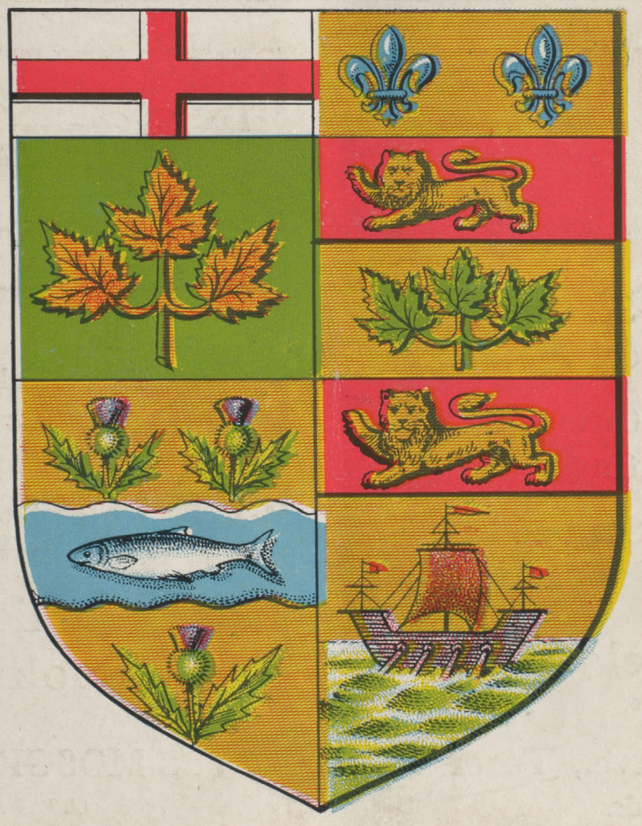
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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE, CANADA

VOL. XI. SEPTEMBER, 1918 No. 10





ANNIVERSARY NUMBER

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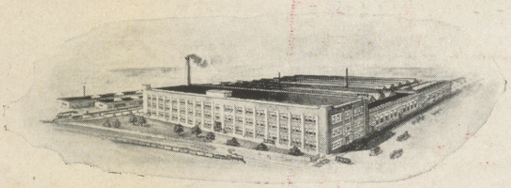
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CONTENTS

PAGE

1.—The Civil Service Federation of Canada,—Anniversary Story..... 239
2.—The Civil Service Commission..... 241
3.—Civil Servants Under Arms..... 243
4.—Editorials..... 245
5.—At The Sign of the Wooden Leg—by Silas Wegg..... 248
6.—Dominion Customs Association..... 250
7.—What Our Women are Doing—by Elian 253
8.—Railway Mail Clerks Federation..... 255

PAGE

9.—Civil Service Association of Ottawa.. 256
10.—Western Canada Interior Association 259
11.—Mainly About People..... 260
12.—How the Wind is Blowing..... 261
13.—The Postal Journal..... 263
14.—The late L. W. Howard..... 269
15.—Correspondence..... 269
16.—Civil Service Garden City—by A. C. Campbell..... 270

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XI SEPTEMBER, 1918 No. 10

The Civil Service Federation of Canada

(ANNIVERSARY STORY)

IS it too great a claim to put forward that organization of the people for the purpose of studying the problems of life common to all is the highest expression of Democracy? If so, surely it may at least be stated that such organization is the foundation upon which democracy must go forward to its ultimate goal of idealism. In former days before this world became so populated, and so busy, and before great combinations of governmental and capitalistic forces became employers of immense armies of men, organization was not of such paramount importance as it is to-day. In former days when small industries with few employees was the rule, men had opportunities to present their individual claims, and, being on more familiar terms with their employers, such matters could be, and generally were adjusted without the necessity of organization. To-day, however, the individual employee, seeking a just increase in remuneration, or relief from insupportable conditions, could not even get an audience with an official of a large corporation who may have the authority to grant the request. Thus it is that in large affairs, every advance made by the salary man has been the result of collective bargaining.

Until about ten years ago organizations of Civil Servants were on such a small scale as to be almost negligible in results in as far as any improvement in conditions or ideals in the Public Service was concerned. Patronage in both men and material ran riot and there was no man in the land great enough to bring the debauchery to an end. The sale of material to the Government by means of Patronage lists was a condition quite beyond the function of Civil Servants, either organized or unorganized. The effect of Patronage, however, in appointments and promotions to the Civil Service resulted in a condition which Civil Servants considered they had a right to discuss because such a condition affected the status of each individual in the Service. But, of still greater importance than the rights of the individual were the interests of the State. As Canada developed by



R. H. COATS

leaps and bounds after the beginning of the present century, so Patronage grew and battened upon the fair name of Canada's Public Service. An aroused public opinion is the surest method of checking a public evil. The creating of such an atmosphere may be achieved by agencies within the Service itself or by influences outside the Service. Other democratic countries have enjoyed the benefits of one or both of these agencies. Until the war came with all its harrowing and soul purging horrors, no opinion was expressed outside of the Service as to the Prussian system of appointments and promotions by means of Patronage. It is to the everlasting credit of members of the Civil Service that they initiated the discussion in regard to the problems of public employment, and that they steadfastly carried out their well ordered programme of organization, education and publicity. To those who have borne the burden and heat of the day, especially the pioneers who laboured amid the dark days of doubt and discouragement, there must to-day come a feeling of happiness in the results attained.

And so organization and publicity were the chosen agencies utilized to work out the salvation of the Canadian people from the scandal of filling public office by any means other than merit. On the present occasion of the tenth anniversary of the founding of the Dominion Civil Service organization, an attempt will be made to briefly review the events which led up to and followed the launching of this organization.

In many portions of Canada, Civil Servants had met together to form local associations. The purposes of these associations are in the highest degree meritorious. Some of the objects are,—(1) to endeavour by means of co-operation to benefit the economic state of the members,—(2) by the development and maintenance of good understandings to cultivate *esprit de corps*,—(3) to study conditions in the Public Service and suggest remedies for any possible defects.

Organization made its first appearance in Ottawa, in the spring of 1906, when an Athletic Association was formed with a membership of about 1,000 members. During the summer of 1907 was formed the

Civil Service Association of Ottawa; an event mainly due to the initiative and energetic enthusiasm of Mr. J. Lambert Payne. While this organization has always been effective and has accomplished a great deal of useful work, its greatest achievement is undoubtedly the part it took in the organization of the Civil Service Federation of Canada. Inspired by the success of the local association, the idea of a Dominion-wide federal body took possession of the minds of the officers and executive.

The development of the federation idea was the result of a great deal of correspondence carried on mainly by Mr. R. H. Coats, the secretary of the Ottawa association, together with personal interviews conducted by itinerant members of the Ottawa executive who urged the cause of the federal organization during trips abroad on Government or private business. The members of the outside service were cordially respondent to the appeal, and the ground having been well prepared, the Ottawa association issued the call for the first convention in March, 1909. The call was published in the *Civilian* of March 26, and was signed by J. A. Doyon, president, and R. H. Coats, secretary. It will be interesting to recall the opening paragraphs at this time:—

"Call Issued by the Ottawa Association for the Organization of a Civil Service Federation."

To the Civil Service of Canada:

For some time past the need of a more tangible bond of union between Civil Servants throughout Canada, and especially between such portions of the service as have already achieved organization, has been felt by a large and increasing number. Numerous questions of the utmost importance to each and every employee of the Government have arisen from time to time and will remain unsolved until the service finds a united voice. Recent events have proved the value of organization among groups and classes within the service. The time has undoubtedly come when the principle should be extended, and the entire Civil Service brought on a proper basis into the movement.

The Civil Service Association of Ottawa, representing the employees of the Government at headquarters, recently brought forward the suggestion that a federation of the existing organizations within the service should be formed. A provisional Constitution, of which a copy is enclosed herewith, was drawn up and submitted for approval to the various bodies interested. Nearly all of these have consented to join in the movement, on a basis to be finally determined by mutual consent, and this Association is by request authorized to call the first annual convention of the Civil Service Federation of Canada, to be held at Ottawa, Thursday and Friday, April 29 and 30, 1909.

In extending this invitation to your organization, the Ottawa Association feels that it may briefly indicate some of the leading objects which in its view might fitly engage the immediate attention of the proposed Federation.

The leading objects are treated in the call under five headings which may be briefly indicated as follows:—

1.—Civil Service Reform to all branches of the Canadian Civil Service.

2.—Salaries to meet modern conditions of living.

3.—Organization and classification.

4.—Superannuation.

5.—Income Tax.

After dealing with the above subjects in detail the call closes with the following paragraph:—

For the accomplishment of the foregoing, and many other not inferior objects, the first and indispensable requisite is a strong organization. The perfecting of some comprehensive and practicable plan for such organization, until if possible every member in the service, from the Atlantic to the Pacific, is brought in the proper way within its influence, is undoubtedly the first task which will confront the proposed federation. Once completed, the usefulness of such an organization may be depended upon to demonstrate itself in countless ways that cannot now be foreseen. It offers in fact the one and only means by which progress is possible. Above all it would foster the spirit of comradeship and self-respect throughout the service without which efficiency among any class is impossible, and so would move in the direct interest of the Government and people of Canada.

In following articles the story of the first and following conventions will be told and so a connecting link will be formed between the easy-going and blazé past and the strenuous and momentous events of the present day.

The Story of "The Civilian"

Prior to the year 1908 the only course open to Civil Servants who desired to convince the ruling power of the depravity of a given condition was by means of memorials. This custom was continued since 1908, but it is a positive fact that in the days of party Government the time spent by Civil Servants in presenting memorials regarding the great reform was utterly barren of results with the single exception of the reform granted to a portion of the Inside Service in the year 1908. Some other method had therefore to be attempted and was attempted.

The method consisted in going forth and educating the public to a full knowledge of improper conditions in the service. This done, all is done, for, by the endless chain of Parliamentary representation, what the public believes, the member will heed, and so on until the ministers and the Premier are convinced of the potency and virtue of a robust public opinion; and so reform becomes an accomplished fact. All this could not be done except by organized and concentrated endeavour. Facts as to conditions of service had to be collected from a vast, widely-strewn field; they had to be digested and co-ordinated and the product disseminated throughout the country by means of the press and other available means of publicity.

Publicity, knowledge, education must surely be allotted a foremost place in the working out of the high ideals of a free people. It is ten years ago since Civil Servants first entered the field of journalism to endeavour by all the legitimate means of publicity to accomplish two objects; (1) to assist in the elimination of the ogre of patronage and favouritism in appointments and promotions and so establish a system of fair play as a basis of public morals. (2) To obtain for the individual Civil Servant better working conditions and improved status in the community of citizenship.

It is ten years ago, or to be exact, in the spring of 1908, that four Ottawa Civil Servants formed themselves into a Board of "Conspirators" and began publishing *The Civilian*. It is doubtful if the conspiracy of Catiline was conducted under a stricter observance of secrecy than were the early meetings of *The Civilian* Board of Editors. It was

Continued on page 262

The Civil Service Commission

Secretary William Foran explains its work and its methods

THERE are a good many people in Canada who are not yet aware that Civil Service reform has arrived. There are even some people in the public service who have yet to learn that the Civil Service Commission has been clothed with new powers and that it is bringing those powers into action just as rapidly as the necessary organization can be made. The powers made use of already are very extensive. Take an instance showing that extension on the geographic line. The Department of Trade and Commerce wanted to grant an increase of a dollar a month to a coolie who works in some capacity under the trade commissioner at Shanghai. This was done through the Civil Service Commission at Ottawa, and it was done according to the spirit and letter of the law in that case made and provided. The same is true of the established service from top to bottom. Take the case of the small appointments that nobody wants—there really are Government jobs that men have to be solicited to accept, such as the postmastership in hamlets and cross-roads. Even here the man of "influence" cuts no figure and is not asked for assistance, but the work is done by the Commission through the post office inspector or other proper official. Or, take an instance at the other end of the scale. When several specialists were wanted for one of the new commissions at $3,000 a year and nearly a thousand applications were received, the Commission empanelled a board of men of the greatest experience in the line and thus made the choice of the new officers without seeking or accepting any volunteered assistance—the kind of assistance that is sometimes spelled P-U-L-L.

Those who are unaware of the work now going on, who, possibly, believe that the new law and the new Commission are only a change of lullaby to quiet a fractious public, would be at once enlightened if they could visit the Commission's offices and talk with those in charge of the work. This not being possible for all, *The Civilian* made such a visit on behalf of its readers, and the following is an honest, though inadequate, account of what was learned on that occasion.

An interview was naturally sought with Hon. W. J. Roche, M.D., Chairman of the Commission. The reporter found the office of the Commission a workshop with that air of earnestness and efficiency that is unmistakable. No red tape had to be unwound to admit the visitor to the office of the Chairman. Dr. Roche is the same straight-ahead business man that he always has been.

"I should be glad to go into the matter with you," he said, "but I really am not the man you want to see. Only certain parts of the work come under my personal care, and if you wish to deal with the subject completely and with any attention to details, you would do well to see the secretary, Mr. Foran."

At the door of Mr. Foran's office one got a first impression that it must be the fashion to refer people to Mr. Foran, for half a dozen were already waiting to see him and they were still coming faster than they could be disposed of. A message asking for an interview was replied to with an apointment for that evening.

Mr. William Foran has been the secretary of the Civil Service Commission since its inception. He was closely consulted in the drafting of the new law, and the system now building under this law is largely his invention. The changes recently made in the Commission and in its charter of laws are acknowledgment that things were not as they ought to have been. Mr. Foran, it is no harm to say, has better opportunity now to carry on his share of the work of Civil Service administration than he used to have. One of the penalties of this condition is that the work is more onerous than it has ever been before. This helps to explain the evening interview and the conditions that were found to exist.

The reporter found Mr. Foran at a desk piled high with correspondence. He is a man of more than average height and weight, with an air of alertness and command—the typical executive.

"I have to come back every night," he said, "in order to get my desk cleared for the morning. When we get our organization completed, and when our system is understood and wholly accepted in all the departments of the Service, I hope to have opportunity to keep reasonable hours."

"Oh, yes," he went on in answer to the inquiry that naturally suggested itself, "we are getting along. The Civil Service of Canada is a big institution and can't be systematized in a day. Like so many others, we find that the war makes our work much greater and more complex. The new services that the Government has had to establish mean the appointment of thousands of additional people. One of the new commissions alone has called upon us for more appointments in the last three months than we used to make in a year when the Civil Service Commission was first established. We cover the whole Public Service except the army, the naval service and the Government railways. We find and test appointees, we keep track of the whole membership of the service, and we administer the system which is intended to bring the whole organization to the highest efficiency."

Asked to explain the nature and method of the Commission's work, Mr. Foran took the reporter through the rooms occupied by the clerks of the several branches into which the work has been divided. One of those rooms contains a small but complete printing plant.

"Our examination papers must be secret," Mr. Foran explained, "and the only way to ensure that is to have our own printer and give him opportunity to keep his work under lock and key. People have been known to say that the examinations are not fair, that some of the candidates gain information in advance. We have never yet had reason to believe it. In fact, I go so far as to say that it is not possible."

"You see we are cramped for room," continued the secretary, when the tour of the offices had been completed. "We cannot make a proper arrangement of our operations here. Especially we need a room for tests and examinations. A few of these are held, at great disadvantage, in the rooms we have, while others take place in a public hall that we rent for the purpose. What we ought to have is a suite of offices in the new government office building that is now going up just a block away from here."

The explanations given in futher conversation may be illustrated by the supposed case of a typical Civil Servant. Need arises in one of the departments for some person to fill an office, new or old. The Commission is applied to. Advertisements are issued making known the requirements. Applications come in. These must be acknowledged and filed, and the aspirants for office must be examined. Under the law, the examination, except in certain cases, must be competitive. This provision is interpreted in a broad and practical way. For instance, there would be no sense in having a formal competition when a stenographer is wanted, for stenographers at present are in tremendous demand. If a candidate is qualified there are half a dozen departments eagerly awaiting her services. Again, in the appointment of many specialists, a written examination in college fashion would result in nothing, or worse—the best man for the job would almost certainly be left out. But a board of practical experts can test the qualifications of the applicants in such a way as to leave the best man like the gold in the miner's rocker after all the gravel has been washed out. When the party is appointed he comes directly under the charge of the Commission for all the purposes of the Civil Service Act. It is the business of the Commission to see to it that every member of the service gives the best service of which he is capable and that he is treated justly and reasonably as an officer of the government.

As everybody knows, there are three Commissioners, Hon. Dr. Roche, Dr. LaRochelle and Mr. Jameson. To facilitate the work, the departments of government are divided into three groups, one for each Commissioner. But to avoid the danger of separate authority and responsibility, that is, to make each corporate decision the act of the whole Commission and not of one member of it, a most ingenious system has been adopted. Theoretically, the Commission meets every day—it might almost be said that on that basis it is always in session. Every act performed on behalf of the Commission is recorded in the minutes and a copy of the minutes of the previous day awaits each Commissioner in the morning. Should there be any error, or should any entry need explanation, the matter is taken up and settled at once. But "silence gives consent" in this case, and minutes not objected to are held to be approved. Thus every decision reached, even in the most obscure and unimportant matter is placed on record and is the guide and authority until cause arises for a change. One has only to consider for a moment the mass of detail with which the Commission has to deal to understand how this system stabilizes policy, saves labour and ensures efficiency.

For the purposes of office administration the Commission's affairs divide into three branches. First, there is the Administrative or Secretary's branch; second, Examination; third, Organization of the Service. The Administrative branch, of course, has general charge. It is organized in four divisions, Correspondence, Assignment, Minutes, and Records. The duties of these several divisions are suggested by their names. The work of the correspondence branch is tremendous—letters come in by the basketful, and all, even the least important, are answered, as the lawyers say, with diligence. The assignment division receives the names of those successful in examinations and places the newcomers where they can render the best service. The account already given of the system of keeping minutes will suggest that the work of the division that has this duty in hand calls for care and intelligence. It must be like editing a newspaper with only three or four readers who go over every paragraph with a microscope. The work done is never finished, for the case of Sundown Smith, post office clerk at Monrontopeg, given leave of absence ten years ago, may be referred to as a precedent by somebody, and the papers may have to be gone into. Letter books, applications, files of correspondence and reports accumulate like wheat in an elevator, and the trick is to have each paper so kept and so indexed that it can be found when required. This is a problem common to all offices, of course. The records division of the Civil Service Commission seems to have got the best of its problem.

After the Administration branch of the Commission comes that of Examinations. This has already been dealt with in part. There are those who hold very strongly that a system of academic examinations intelligently devised and consistently carried out will result in a better class of appointments, on the whole, than any other. That opinion is entitled to respect, expecially as it can point to such examples as the Civil Service of India. But it does not seem to command itself to the present Civil Service Commission of Canada. Their belief seems to be that the way to find the best man for the job is to find him—to follow in each case the method that seems best for that case. Provision is made for the holding of academic examinations wherever that method promises good results. But that form of examination is often an attempt to catch minnows in a dipper—the experience is that the big one gets away. For a great class of cases advantage is taken of that provision of the law which authorizes the Commission, in effect, to command the assistance of all existing members of the Civil Service. There are responsible executive officers in every part of the country—post office inspectors, district engineers, and representatives of marine, justice and other departments and services. Instead of building up an organization of its own, a long, expensive process and never certain of success, the Commission calls those now in office to its aid as occasion may require. The politician thought that he was the one universal and persuasive person, and that the Commission simply could not do without him. But the King's service runs to the ends of the country and touches in some way every inhabitant. In the Civil Service itself the Commission has a great mechanism through which it can make the reform of the Service a reality, and this mechanism it is using. A bunch of labourers, for instance, are wanted on a breakwater extension. These men used to be "recommended" by the politician-in-chief of the riding. Now the Examination branch chooses them, and it acts on the best advice obtainable, let us say, in this case, that of the district engineer. But there are big cases, or complicated or otherwise unsual cases, where neither the academic examination nor Civil Service co-operation seems the best method. In such a case the course is followed that has already been suggested—a board of experts is convened and on their reasoned advice, based on careful consideration of the qualifications of the candidates a choice is made.

When Mr. Average Man talks about Civil Service reform he has in mind nothing but the work of the Examination branch. He believes that if you appoint the best man to

Continued on page 273

OUR VOLUNTEERS IN KHAKI 4,460

Civil Servants Under Arms

OUR DEAD - - 361 WOUNDED 524 PRISONERS 23

THE PRICE OF VICTORY

Civil Servants are paying their full share in dead and wounded for the splendid results recently achieved by the Allied forces in France. Some of our finest soldiers are named in recent casualty lists.

FLT. LIEUT. CYRIL O. MORRISON, killed on August 12th, was a member of the staff of the Auditor General's Office and not yet twenty-one years of age. His parents live in Newmarket.

LIEUT.-COLONEL C. E. BENT, C.M.G., D.S.O. (Customs, Pugwash, N.S.), was slightly wounded in the neck during last month's drive and was sent to London.

CAPT. S. G. McSPADDEN, wounded, is a Vancouver Customs officer. He belonged originally to the 47th and afterwards to the 29th Battalion. He has won promotion and a Mention in Despatches.

LIEUT. BEY A. NEVILLE, M.C., wounded in the eye, is of the Dept. of Customs, Ottawa. He went overseas with the 199th Irish-Canadians and won his M.C. a few months ago.

LIEUT. ORMOND MONTGOMERY STITT, M.C., killed in action on August 16th, belonged to the Topographical Surveys staff and had been overseas about two years. He was thirty-four years of age and won his Military Cross last winter.

CAPT. ROBERT B. VEITS, wounded in the face, was private secretary to Hon. W. S. Fielding and Sir Thomas White as Ministers of Finance. He was a captain in the 207th Battalion and reverted to lieutenant to go to the "Royal Ottawa's" at the front. His mother lives at Digby, N.S. He is a brother of A. G. Veits, "the blind hero of the Princess Pats."

STANLEY H. RAYMOND, Customs, Bridgeburg, wounded, was overseas, wounded and discharged early in the war. He then received a Customs appointment but re-enlisted with a reinforcing draft for the Princess Pats in 1917.

LIEUT. CHARLES THOMPSON PEERS, killed in action on August 8th, when the Canadians plunged into the great drive before Amiens, was assistant engineer of the Sault Ste. Marie canal. He enlisted in December, 1915, in the 119th "Algoma" Battalion, but was given a commission before leaving Canada. When the 119th was broken up he was drafted to the 52nd Battalion and had seen much hard work at the front before he met his death last month.

FLIGHT LIEUT. JAMES B. CUNNINGHAM, of the Royal Air Force, is recorded as having died of wounds on August 22nd. He was twenty-one years of age and belonged to the S. A. and A. P. Branch of the Militia Dept. He went overseas in 1917 after having been turned down by the medical examiners seven times and submitting to a surgical operation to fit him for service. He is survived by his parents and two brothers, one of whom is at the front.

LIEUT. MALCOLM ROSS BYRON, Canadian Engineers, severely wounded in the advance on the Amiens front last month, belongs to the staff of the Geodetic Survey, Ottawa.

ARTHUR LLOYD CHILTON, died of wounds in No. 2 Canadian General Hospital, Letreport, France, on August 12th, belonged to the staff of the Public Works Department, Ottawa, and was a son of J. P. Chilton, also a well-known civil servant. He was twenty-four years of age and a recruit of the 207th Battalion. Subsequently he served with the Princess Pats and with the "Royal Ottawa" battalion. He leaves a widow and two children, his parents and several brothers and sisters. Two brothers are in France.

LIEUT. HARRY DIBBLE, M.M., killed in action on August 8th, had a splendid career as sportsman and soldier. He was a brother of "Bob" Dibble, the champion sculler, and was himself famous as an oarsman. He left Toronto post office to join the 180th (Sportsmen's) Battalion and went overseas in November, 1916. He reverted to the ranks in England and went to France with a draft for the 19th Battalion. He soon gained two stripes. At Lens, when a bit of the front line was lost, he led reinforcements and assisted in recovering the ground. For that he was awarded the Military Medal and got his chance of a commission. His training course completed, he went back to the 19th. News of his death came on the anniversary of the winning of his medal. He was twenty-two years of age.

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A revised list of Canadian postal employees who have made the supreme sacrifice contains several names of men not heretofore listed as dead in *The Civilian's* roll.

SERGT. WILLIAM ADAMSON, clerk, Edmonton post office, who went to the front with the 1st Division of Canadians, is listed as having been killed on October 5th, 1917.

RAE B. McCALLUM, postal porter at Victoria, who enlisted with the 30th Battalion (the first overseas unit from the West to be reviewed on Parliament Hill, Ottawa) was killed on September 2nd, 1917.

LAWRENCE OLIVER RANDALL, clerk in Nanaimo post office, a recruit of 1915, fell in action on October 28, 1917.

SERGT. THOMAS FRASER MILTON, reservist of the Black Watch, was a clerk in Winnipeg post office when called to the colours at the outbreak of the war. He has been listed as missing since May 9th, 1915, and is presumed dead from that date.

SERGT.-MAJ. JOHN CALDWELL, C.A.M.C., letter carrier, Winnipeg, enlisted in 1915 and fell on the 17th of December, 1917.

SERGT. JAMES BOYLE was a Moose Jaw letter carrier and one of the 60th Rifles men who went with the "original Firsts." He is listed as dead from 24th April, 1915,—second battle of Ypres.

WILLIAM GIBSON was an Edmonton letter carrier and a 1915 recruit. He gave his life for the Empire on November 6th, 1917.

ANDREW WYSEMAN was a fellow-carrier with Gibson. He enlisted in 1916 and is recorded as having been killed on April 5th, 1917.

WILLIAM BRENNAN, a Lethbridge carrier, enlisted in the first month of the war under the name of "William Williams." He served in the Duke of Cornwall's Light In-

fantry and was reported missing on July 23rd, 1916. He is now recorded as dead from that date.

BERTRAM SMITH is another long-missing man now regarded as dead. He was a mail transfer agent in Winnipeg, went overseas with the 10th Battalion and disappeared at Ypres on April 22nd, 1915.

L. R. P. HARVEY, mail transfer agent, Moose Jaw district, was a reservist of the Essex regiment called up in 1914. He was first in the casualty list as wounded, then as missing, and is now reckoned among the dead.

RICHARD WILLIAMS, railway mail clerk, Moose Jaw district, was a 16th Light Horse trooper who enlisted for overseas in the first week of the war. He was reported as wounded, then as missing and now as dead from May 24th, 1915—Festubert.

F. D. McLEAN, railway mail clerk, Saskatoon district, enlisted with the C. A. M. C. in 1916 and is recorded as dead on November 16th, 1917.

A TECHNICAL SOLDIER

Thomas Charles Evans was assistant pathologist in the Health of Animals Branch of the Department of Agriculture and veterinary officer of the 2nd Battery, C.F.A., having the rank of captain in the Canadian Army Veterinary Corps when the war broke out. He went to the front with the First Division of the Canadian Expeditionary Force and soon won the notice of his general officers. In Sir John French's despatch of November 30th, 1915, Captain Evans was "recommended for gallant and distinguished service in the field," and a short time later he was decorated with the Military Cross.

In 1917 he was promoted Major and appointed an Assistant Director of Veterinary Services. Recently he was seconded for duty as a technical officer at the War Office, where he has the rank of lieutenant-colonel. He has had several very narrow escapes from German shells and snipers, but has never been hit.



LIEUT-COL. T. C. EVANS M.C.
AGRICULTURE, OTTAWA

MORE DECORATIONS WON

Two more Military Crosses have been won by members of the Forestry Branch staff now with the army in France. The decorated men are Capt. M. W. Maxwell and Lieut. L. L. Brown.

The "London Gazette" says that Capt. Maxwell was awarded the Military Cross: *For conspicuous gallantry and devotion to duty. He went forward with the first wave of the Infantry with the object of examining dug-outs and repairing them for the use of signallers and company officers. Although wounded early in the attack, by his gallant personal leadership he greatly assisted the Infantry Commander in the capture of the enemy trench, afterwards working at the repairing of dug-outs through an intense bombardment, in which half his party became casualties.*

Lieut. L. L. Brown was awarded the Military Cross: *For conspicuous gallantry and devotion to duty when in charge of a carrying party. Coming under a heavy bombardment several of his men were killed and wounded. He dressed the wounded and put them in dug-outs, and after placing the remainder in safety he made two journeys through intense enemy barrage for stretchers, eventually succeeding in getting all his men to the dressing station. It was entirely owing to his splendid fearlessness, presence of mind and devotion that more men did not become casualties.*

Both Capt. Maxwell and Lieut. Brown were employed at the Forest Products Laboratories in Montreal and both went overseas with the noted No. 1 Tunnelling Company, of which Capt. R. A. Spencer, M.C., was also an officer.

The Belgian decoration awarded to Sergt. Charlie Olmsted, M.M., D.C.M. (Interior), Ottawa, is the *Croix de Guerre* and not the *Medaille Militaire*, as previously announced.

Lieut Ormond Montgomery Stitt, Canadian Engineers (Topographical Surveys, Ottawa), who fell in the recent Canadian advance East of Amiens, won the Military Cross late in 1917.

EDITORIALS

THE NEW CIVILIAN

TEN years ago a modest but altruistically inspired effort was made to provide the Civil Service of Canada with a medium with which to voice its sentiments, whether of sorrow or of joy. The present issue of *The Civilian* is an attempt on the part of the Editors to celebrate the tenth anniversary of the founding of the Civil Service Federation of Canada and of *The Civilian*. *The Civilian*, first issued on May 8th, 1908, has passed its tenth birthday by four months. The Federation which held its first convention on April 29, 1909, will complete its tenth year of existence eight months hence. The present month is taken as a suitable occasion to mark the advent in our midst, ten years ago, of two institutions which have played such an important part in the recent developments in Civil Service status and law.

For several years past *The Civilian* Committee has realized that as an important class, Civil Servants should have journalistic representation of a high order in every respect. The Committee has also realized that the form and style of our magazine, as originally projected by its founders and retained until the present time, have not met these requirements. With the opening of the war, all thoughts of new dvelopments were abandoned. In recent months, however, the publication of new and modernized magazines which served no greater public purpose than *The Civilian* was discussed in connection with the fact that *The Civilian* has worn its somewhat old fashioned dress for a period of ten years.

These considerations would probably have led the Committee to undertake a reorganization of our journal. All doubt and hesitation in the matter were removed by an event which we feel sure future historians will appraise as the greatest ethical event in Canadian history, or at least second only to the glorious part Canada's citizen soldiers have taken in this war of emancipation. The great event is the passing of the Civil Service Act of 1918. Let us say then that this improved, but still imperfect, issue of our service organ is a celebration of the adoption of the Merit System for the Public Service of Canada.

The Civilian, in its new form, to-day sends hearty greetings to the whole service and at the same time invites comment from interested friends in regard to possible improvements in the type, make-up or style of this number.

One word as to future policy. We re-affirm our humble fealty to the cause we serve,—The Public Service of Canada. To that great cause we shall endeavour to render more efficient, more patient, more painstaking service. Much that has been, has proven false and fatal when subjected to the acid test of a terrible catastrophe. Well aware that passions and prejudices colour thoughts and mislead the will, we shall, in so far as our human frailties permit, reach out for ideals in self-government and in national government, and all worthy means, be they ever so radical, will be faithfully considered and, if adopted, sincerely applied.

A TRIBUTE AND AN APPEAL

The Civilian is a firm believer in the good faith of the Civil Service Commissioners, and is confident that by wise and efficient administration they will place the new law upon a sound foundation. In our last issue we provided evidence of strenuous activity on the part of the Commission in connection with the preliminary part of the work of re-classification. In the present issue will be found a further contribution in regard to their re-construction and also a review of the onerous duties carried out by the Commission since the passing of the Order in Council of the 13th of February. The present policy of publicity adopted by the Hon. Dr. Roche and his colleagues will be a matter of gratification to the whole service in Canada. *The Civilian* is greatly indebted to Mr. Wm. Foran, Secretary of the Commission, for the keen interest he has taken in providing our representative with interviews, furnishing so many interesting details of the splendid progress the Commission is making. Thanks and appreciation of Mr. Foran's courtesy are due and are hereby acknowledged.

The Civilian representative also enjoyed the privilege of meeting the members of the firm of the Arthur Young Co. who are engaged upon the important task of re-classification. We can only regret that it is impossible for every Civil Servant to meet these gentlemen personally. Messrs. P. H. Myers and Fred. K. Telford, of the firm of the Arthur Young Co., are not only efficient in their special work but they are pleasant in manner and address. The development of their

systems from early immaturity to present day perfection, the thoroughness of their methods and the absolute publicity of their policy are subjects for inspiration and hearty congratulations on the part of the Civil Servants of the Dominion. It remains for the Civil Servants themselves to do their part in filling up the forms submitted in the firm belief that a new era has dawned and that justice for each individual will prevail as it never has before. It is believed that in each issue of *The Civilian* reports from the Commission will be submitted to our readers similar to those already published and so a mutual feeling of confidence and trust will be inspired to the great advantage of all concerned.

WHY EAST AND WEST?

If we were to tell you that a certain large employer having employees in two sections of a country where the difference in the cost of living amounted to three cents in eleven dollars (see the paragraph headed "East is (not) East, etc." in the section "How the Wind is Blowing"), was in the habit of paying the employees in one section $180 more per year than he paid those in the other you would be justified in asking why. If you were told that the difference was due to the discrepancy in the cost of living, and were mathematically inclined, you might figure that a three cent margin in 11 dollars would mean a 180 dollar margin in 66,000 dollars and could reasonably ask if this were the average salary paid to these employees. If we then told you that the average salary was nearer $1,200, a salary such that $180 means a margin of a dollar and a half in eleven dollars, fifty times the margin between the two cities, you would probably question the employer's sanity. If we told you that the larger salary was paid to the employees in the cheaper section, and then told you that some only of the employees living this section received it, all depending upon which branch of the house they happened to be working for, you would probably raise no question as to the employer's insanity. If you recovered sufficiently to ask how on earth he ever came to do it we should have to tell you that it was years ago more expensive to live in the other city.

But we should have to caution you against jumping at conclusions, or of being too intemperate in your language, yet, you haven't heard the whole story. During the years since the $180 a year was granted to some of the employees in one of the sections the cost of living has soared so high in both that if the allowance were to merit the name of a cost-of-living allowance it would have to be more nearly $1,200 than $180, and every employee in both sections should get it.

Furthermore, the employer maintains a staff whose business it is to keep him informed as to the purchasing power of the dollars he pays out, and he is singularly generous in the publication of its findings, so that he can not plead ignorance, and he certainly can not plead inability. In common justice the allowance should have been given to all who worked in the more expensive section, and the same common justice says that the employer should no longer withhold it from any of the employees in either section.

A FAIR DAY'S PAY AND A FAIR DAY'S WORK

There is a seriousness in the situation portrayed in the preceding editorial which should not escape notice. The persistent underpayment of the Civil Service, its neglect by an employer who has seen the salaries of employees in private industry rise with an advancing cost which he has watched and been fully informed of, can not but have had a deleterious effect upon the personnel. We have seen no statistics as to the labour turnover in the Civil Service, but that undesirable conditions make for a large turnover is sufficiently indicated by the reported employment of 57,423 workers by the Bethlehem Steel Co. during the year ending last May 31, and the release of 56,771 workers during the same period.

The loss of efficiency in such changes in the personnel is serious, and when this is coupled with the fact that a fixed schedule of salaries (the statutory increases received by some fail even adequately to reward length of service and increased efficiency so need not be taken into account) has been in operation long enough to cripple the Service by slowly but inevitably weeding out the fit, the seriousness of the task confronting the efficiency experts who are classifying the Civil Service will be realized. No wonder they are classifying jobs and paying no attention to men or salaries.

The elimination of the fit has burdened the Service with a number of persons who do not lend distinction to it, but anyone who seriously thinks the Service is overpaid should be asked to go into the open 1918 market, or 1914 if he thinks the war is responsible, and to man the Service from the persons who would apply for work now under our 1918 schedule of salaries.

A Civil Service job is not a sinecure and when the salaries are sufficient to attract and hold the competent it will never be so considered. Civil Servants should be the first to realize, however, that a fair day's work is as much part of the bargain as a fair day's pay.

We have spoken of the efficiency experts. Running the Government is a BUSINESS, the most serious business the country or any part of it is engaged in; and the Service, yes all Canada, is fortunate in having men at the top who were not only willing to call to their aid a firm of consulting master workers in the business field but went ahead and did it.

Look up *esprit de corps* in the dictionary, or look around you, it's growing fast.

NOTES

It is most gratifying to read the following press despatch from Hamilton, dated September 5th: "The difference between the eastern and western postmen which threatened to cause a breach in the ranks of the Federated Association of Letter Carriers was discussed at the association's convention at the Royal Connaught, and was satisfactorily settled. The western men said they had no desire to cause a breach. They were deceived by the wire that was sent west."

There is no problem relating to the Service at this time of more serious moment than the avoidance of any cleavage between any of our organizations. To argue in favour of unity would be simply an attempt to prove the obvious. If any section of our association desired to give comfort to our enemy the Kaisers of Patronage, who are not dead but quite alive to any opportunity, the most effective way to do so would be to participate in domestic broils within our own ranks. By quarrelling amongst ourselves we annul and vitiate the work of organization so laboriously carried on during the past ten years. It is unthinkable that the great Dominion Postal Clerks' Association should be disintegrated by differences of opinion which are capable of adjustment. *The Civilian* appeals to our associations to rise to a great occasion and exercise patience and magnanimity in order to maintain unity in our midst.

——CSFC——

In the October number of *The Civilian* the Editors will enter into a very full discussion of the question of Civil Service bodies affiliating with Labour. It will be necessary to collect certain data, such as the conditions of affiliation in regard to sympathetic strikes and it will become necessary to attain a declaration of policy from the Labour Congress as to that body's attitude towards the war which has been commented upon from time to time. The situation in Great Britain and the United States will be canvassed for the benefit of our readers. As there seem to be differences of opinion between certain branches of our Dominion organizations on this question, the Editors respectfully suggest that action in this regard be postponed until our contribution on the subject is submitted for consideration.

——CSFC——

The Executive of the Civil Service Association of Ottawa is about to make an appeal on behalf of their constituents who did not benefit by the war bonus granted by the last Parliament. A very strong case may be made out on behalf of the Inside Service and the very efficient body of men who officer this association may be depended upon to do their part on this occasion. An extraordinary anomaly has been unintentionally created by the late legislation which granted the bonus to the messengers, packers and sorters, and there can be no doubt the Government will appreciate and remedy the situation.

——CSFC——

The crux of the Civil Service problem to-day is the crying need for a business manager of the personnel of the whole service. The executive officers of the various Civil Service organizations had been aware of the unrest in the postal service which resulted in the strike. If any one minister, responsible for the service as a whole, had known of the state of affairs, the trouble would have been averted. The Honourable A. K. Maclean proved himself to be a large minded business manager of the Service, but at the present time there is no minister whom association officers may acquaint with unsatisfactory conditions. There is nobody to care until the bomb bursts. There is trouble brewing now, as a careful reading of the article on the new Interior Department Association will disclose the procrastination and "persistent neglect" attributed as the cause of the postal strike. These are matters for the Government, the employer, to study, so that trouble may be anticipated and averted, and the Government should appoint one of their number to act as an expert in employment.

At The Sign Of The Wooden Leg

Silas Wegg's Shop

Back at the Old Stand

The Women and the War

"SILAS," said a stern voice, "you are up to your old tricks."

It was not the voice of an accusing conscience nor that of Mrs. Wegg, although it had some of the qualities of each of them. The Editor it was who upbraided me, and the occasion was the appearance of my recent article on "The Man Without a Garden." An editor is equipped with a periscope for the detection of helpless craft called contributors, and with torpedo tubes charged with pitiless malice. You have seen the term "sub-editor"; all editors are such.

I might have asked: "What have I done now?" I preferred to stand truthfully and grammatically by my guns, so I simply said, "Why, I ain't done nothing." This incensed the Editor, who had been merely angry before. That is why he endeavoured to explain himself to me.

"Have you learned nothing during these four years of crisis and criticism?" he asked, licking his lips over his verbal iniquities, as is an Editor's wont. "Is the world to you all masculine as of yore? Do you not know that Woman, with a capital double-you, has arrived? We are enveloped in the twilight of the gods. You know that of course. But the moon—Diana—the huntress? What of her? 'Hidden in her interlunar cave' for centuries, she now comes to rob the twilight of its terrors. She! Mark the gender—and stop writing from the foul corncob and shaving mug point of view. Give us something about Women and the War—whom alliteration has joined together let no man put asunder—or that wooden-leg of yours will be auctioned off at the next meeting of the Halcyon Club. Going! Going!—"

I capitulated. I can take a hand at Auction with the dames, but I dread putting my foot into it. Therefore—The Ladies! God bless them!

And there is no getting away from them. You may take the wings of the morning and fly to the uttermost parts of the earth but the Woman's Auxiliary will find you and raffle you as a captured Taube. I have had a terrifying vision, varying in details from infancy to the present, of a road that ran "from Jerusalem to Jericho." It is lined now with damsels of bewildering smiles who carry pasteboard boxes with slits in the covers. And the Good Samaritan? A V.A.D. with a subscription list for the Emergency Hospital.

I thought in my folly that I could go in safety to the Laurentian Hills and lodge with armed evaders of the Military Service Act. I converted my Victory Bonds into chewing tobacco and set out, but the women found me and took me captive to a Red Cross bazaar. My black-strap was made the nucleus of a lottery and I was set to turn a wheel of fortune—Samson at the Mill!

I have tried prevarication, but Brown says that I am an inefficient, although, he grants me, a willing enough liar. The other day, after my return from my strategic retirement to the upper reaches of the Gatineau, I was induced to spend a few days at a place lower down the river. It is called a summer resort, and I know why. Patriotism is the last summer resort of the plunderer. I stayed four days at the Hayrick Inn and had no spirit to curse the fleas. During those four days, I attended three socials, played short stop in one patriotic base-ball game, and scorer at a second, attended two Win-the-War services on Sunday, with collections, and walked back to Ottawa. I had not thought of buying a return ticket.

As Brown says, I am a poor liar. I tried it the first day at the Hayrick Inn and decided that lying was not my forte—more like my trench. A demure maiden, with eyes like a troubled dawn (or is it fawn?) came to me and asked, "You sing, Mr. Webb?" It was the eyes that did it.

I answered, "Yes."

"I am so glad," she murmured, "for we need some talent for our social."

I began to wrap mine in a napkin and bury it in the earth. My voice, I assured her, was of too subtle a quality for appreciation by an out-of-doors audience. And then, what night was the social to come off? She said it was to be on Monday night, and I became aware of an engagement—a pressing engagement—something to do with trousers.

"What are you doing to-night then?" she dawned.

"Picking raspberries," I replied.

"But you can't see them after dark," she countered.

"You forget the daylight saving legislation," I urged.

"But that doesn't apply to raspberries," she said with a smile.

"It does to the mountain berries," I said in my desperation. "They catch the last rays of the dying day. Besides I have a lantern."

Thus we fenced for an hour and it was only when I told her my name was Wegg, not Webb, that she desisted from her pursuit. It was easy then about the singing, but I had to promise to sell tickets at the door and gather blue gentians for the platform.

Are you interested in this story of my downfall, or is it too much like what has happened in your own lives? You, too, perchance have settled yourself for an afternoon's nap on the verandah, full of the poetry of the hillsides, or of the poultry of the barnyard, and, just as the soft dews of kindly sleep were falling on your eyelids, have heard the thrilling reveille of duty in the voice of one who wishes you to hold her skein of yarn, "for those socks of mine must be ready for Monday's mail." This is the crowning irony of a bearded man's fate, the very hell of the slacker, to be made to sit for fifteen or twenty minutes with outstretched arms, a petrified figure of

devotion, the tongue, the eyes, the brain all delivered over with the hands to the demon of restlessness, the same malicious sprite that invented the itch on the end of your nose that is in evidence when you lie gagged in a dentist's chair.

I can forgive them much, these ladies who haunt you with subscription lists and hale you in chains to garden parties, but I resent the indignity that comes with this yarn-winding business. I grant the right of womankind to pull the wool over my eyes, but not to drape it on my arms. And yet what can we do about it? We cannot run the risk of being called pro-German in these treason-stalking days. We must grin and bear it and take all the blame when there is a tangle in the threads.

It is at home, however, that one realizes the awfulness of this war and the part that women are playing in it. Married men are used at all times to wearing open-work socks, with random gatherings—and gores at the toes and heels, but when Mars joins hands with Mars-in-law to violate the sanctity of the larder, the man of the house becomes a near convert to pacificism. The Kaiser has an unconscious popagandist in the person of the wartime cook. Yet even here the munition workers on our own side may get some hints. Jones told me that his wife made some articles the other evening which she called war-biscuits. They were well-named, he said, and, with slight modifications in our eighteen-pounders, could be used with deadly effect. against the Huns. I cautioned him against over-enthusiasm as the army did not use round shot, but were in need of high explosives. "Oh, that's all right," said he, "Mrs. J. can supply them with some of last year's preserves put up during the sugar shortage. When they hear of them T.N.T. will be used for firecrackers."

Jones, of course, was exaggerating the possibilities of his wife's efforts, or he may have been indulging in a little cheap sarcasm at the expense of a woman who is trying to do her bitter bit. Let him be thankfull for his biscuits, for he has a good set of teeth and he is no worse off than the boys on the firing line who have to brave the opening of the parcels from home on which the enthusiastic graduates of the cooking schools have been working.

I met a little city girl; she was eighteen years old, she said; her hair in many a bob-tail curl was hanging from her head. She had a square parcel under her arm and was hastening to the Post Office. I asked her what it contained. "Just a few things I have made for Jack over in France," she informed me. I asked for particulars. There were macaroons, she told me, and a lemon pie, and some angel cake and the dearest little salad of sheep sorrel and onions. "Do you love Jack?" I asked, and she blushed and showed me a diamond ring. In my mind's eye, I saw the trenches, the parapets, the barbed wire entanglements and Jack opening that box from home. I tried to reason with the enthusiast, but the little maid would have her way. She journeyed on to the Post Office. But I am an optimist. A U-boat might intercept the supply ship after all.

P.S.—The Editor is calling for copy before I have said half I wished to say on the subject—of Women and the War. I have read him what I have written and all he ventures to remark is,—"Silas, you are up to your old tricks."

CSFC

Civil Service Federation of Canada. (Minutes of meeting of the Executive August, 8, 1918.)

Present, Messrs. Grierson, Burns, O'Connor and Burling.

Under the authority granted to the Executive at the last convention to make a revision of the constitution, it was decided to amend the constitution pending its approval by the various branches comprised in the Federation as provided by resolution of the last convention (page 5 of minutes), so as to provide for the election of a Vice-President, resident in Ottawa, who should be able to take over the duties of the President in the event of his absence or withdrawal. Under the provisions of this amendment Mr. T. H. Burns was elected Vice-president.

This left a vacancy in the Executive which was filled by the election of Mr. F. Kehoe, of the Customs Association, Ottawa.

In accordance with the terms of a letter received from the Executive of the Railway Mail Clerks' Federation calling attention to the fact that any representation of their body at the last convention had not received the approval of their executive and that any elections based upon a supposed representation could not be accepted by them, the positions on the executive of the Civil Service Federation held by Messrs. C. Power and C. A. Hives were declared vacant and were filled by the election of Messrs. A. Lovett, of the Customs Association, Halifax, and J. W. Green, of the Dominion Postal Clerks' Association, Winnipeg.

The Executive also decided to increase the Executive and elected Mr. W. G. Jessop, of the Railway Mail Clerks' Federation, Toronto, a member.

——CSFC——

WAR BONUS INCREASED

Under Order in Council (No. 2051) August 19th, the war bonus vote of $3,000,000 passed at the last session of Parliament was amended. As this Order in Council has been given considerable publicity in the public press, it is not here printed in full, but a few items of outstanding interest only are noted. The claims made on behalf of the three branches of the Post Office Department have been stated in *The Civilian* of August 16th. The changes effected by the Order in Council may be summarized thus:—All the restrictions laid down in vote No. 419 of the Appropriation Act No 2, 1918, are removed, so that it makes no difference whether a man is permanent or temporary, married or single, with or without dependents, he gets the bonus and no deductions are to be made for permanent increases in salary. Payment is to be made proportionately with the usual salary cheque. The foregoing amendments apply to all those who were benefited by the war bonus vote (No. 419), viz.:—All the Outside Service and the messengers, packers and sorters of the Inside Service. Besides the above changes, special additional increases are granted to the Outside Postal Service only of $100 to employees East of Sault Ste. Marie and $50 to those at and West of Sault Ste. Marie.

The Collector of Comments

Dominion Customs Association

The Unofficial Surveyor

IN this, the first issue of the new *Civilian*, when the future be comes overshawdowed in the records of the past, and retrospection becomes the order of the day, a few remarks on the history of the Dominion Customs Association may not be inopportune. For, be it understood, the D.C.A. was born for a long time, though it did not see the light (like the nine days' old puppy), for some time afterwards.

Up till 1914, the Civil Service Federation met in convention annually at Ottawa. The war changed this, as it did many things. At each meeting of the Federation the larger number of out of town delegates were usually composed of Customs officers, sent by their Ports or local Associations, in the hope that something would be done for the improvement of the Customs Outside Service. For several years, at the close of the meetings, the officers above mentioned waited solemnly on the Departmental heads, the Government, and latterly the Civil Service Commission, and presented their requests. Also, a meeting would be called to consider the advisability of forming an association, Dominion wide, linking the men together from coast to coast into one body for a common cause. The proposal was met with a lukewarm reception, the meeting taking its cue from the chairman, who was, and is still, opposed to such action, as he was an optimist, who felt that all would come right if patience were exercised, etc.

Last November matters came to a head in Civil Service affairs and the rumours of reform by the Government brought about a convention of the Civil Service Federation, the first in two years. All the ports who had sent delegates to Ottawa were written to and urged to send larger deputations than before, owing to the number and importance of the questions to be dealt with. The reply was prompt and hearty, and the opening day of the Convention saw the largest representation of the Customs Outside Service that ever appeared in Ottawa.

A banquet was tendered the visitors by the members of the Ottawa Customs Association. During the speeches the speakers, particularly from the west, dwelt upon the necessity of a federation of Customs officers. One speaker immediately rose and moved that instant action be taken, and a committee was formed to draft a constitution, etc. Officers were elected, a preliminary constitution adopted, and the delegates left for home pledged to push the new organization to the utmost.

For a while, matters were very quiet with the new organization. The secretary treasurer circularized, bulletined widely, and utilized the usual methods to get things started, with rather discouraging results. Suddenly, three large ports became affiliated and in a month five hundred paid up members were on the rolls. Some associations, having but a hazy idea of the organization, asked for all kinds of information. For instance, a question frequently asked was, "Is this organization to be run as a trade union?" The reply was: "The D.C.A. is run by its members according to the constitution." This, with a few details, was usually followed by applications for membership, and it may be remarked in passing that one of the largest affiliated associations, the slowest to "come in," wrote the most letters and made numerous inquiries, with the result that it is now one of the most enthusiastic branches of the D.C.A.

Events made it necessary to bring the members together last April. The call was issued upon authority of the president and the largest delegation of the Service came in answer to the summons. What occurred is a matter of record. The minutes of the general meeting of the D.C.A. were printed and distributed broadcast among the members. One thing was established. The Dominion Customs Association had arrived, was here to stay, and was filling a long felt want. Any further comment would impinge on the present, whereas this little article deals only with the past, the history, incomplete and rambling as it is, of the D.C.A.

——CSFC——

Overtime and extra service.

Under this caption an article appeared in a recent issue of *The Civilian* which has brought forth a number of appreciative replies from the officers engaged in this work. Extracts, taken here and there, indicate existing conditions:— "In this Port only one man is allowed overtime, although we all have to work at the night train in order to get the work done; having to examine the passengers' baggage, bond on to other Ports, etc. I think you will agree with me that too much is expected of us." Another states:— "My overtime last month was $10 less than I earned, even at the miserable rate of thirty cents an hour." And another:—"Children here are receiving thirty cents an hour for their work, and married men with families in our Service are receiving the same figure, this sum for working after hours in the Customs Service. **It is a shame**", etc

——CSFC——

The special committee of the D.C. A., which will probably be in session at Ottawa when this issue is placed in the hands of its subscribers, has some peculiar problems to solve, as shown by some of the recommendations of the affiliated Associations. Some of the suggestions are impracticable, owing to conflict with the Civil Service Act, but it must be said that most of the suggestions for reform and the salary schedules received, showed much care and thought in their preparation and will receive close study by the committee.

——CSFC——

The Bonuses.

Much confusion was caused by the changes made in the Provisional Allowance, but as it was amended to give more scope and money, nobody objected. A hurriedly prepared bulletin was rushed out to the affiliated Associations, carrying the news of the extra $100 and explaining the changes in the Allowance, and it is expected that much of the misunderstanding was cleared.

——CSFC——

Mr. R. C. Irwin, president of the Montreal Customs Association, paid a flying visit to Ottawa recently to confer with the secretary-treasurer of the D.C.A. regarding matters

affecting his association. Perhaps it is rather figurative to speak of the genial and portly president as flying, as he would be more in the Zeppelin class than that of the aeroplanes. Be that as it may, his dignified form fills the presidential chair with credit and ability, as the members of the Montreal Association can testify.

—CSFC—

Word was received that Corporal T. M. Roach, Customs officer of the Port of Montreal, was wounded on the 11th of August. He is twenty-seven years of age, and has two brothers also on active service; one, Sergt. Edward Roach, was wounded four times.

—CSFC—

The Alberta Customs Association was recently formed. True, most of the Ports affiliated are already members of the D.C.A., but it was felt as a Provincial body it would have more weight and better co-operation could be effected among the officers of the Province. The officers, a list of whom is given below, are able, experienced men, and should give a good account of themselves. We bid them hearty welcome.

Honorary President, H. C. Graham, Inspector, Calgary; Honorary Vice-President, J. W. Shera, Collector, Edmonton; President, D. L. Murison, McLeod; 1st. Vice-President, Percy D. Stone, Medicine Hat; 2nd Vice-President, E. H. Crick, Calgary; 3rd Vice-President, H. V. Hessey, Lethbridge; Secretary-Treasurer, T. A. K. Turner, Edmonton.

The last named gentleman is the Vice-President of the D.C.A. for Alberta.

—CSFC—

The Saskatchewan Customs Association.

A report from the above Association shows two things very clearly —an active organization, and faithful and hardworking officers. That bulletins are being prepared and sent out to the officers, especially at the outlying Ports, indicates a desire to give the members, without exception, an inkling of what is occurring. Many of the bulletins issued by the D.C.A. are confidential. The matters dealt with are, as a rule, of interest only to the members, and some are necessarily private, as they are not sufficiently advanced for publication. But the members know what is going on and what to expect, and interest in our affairs is maintained and the enthusiasm kept alive. The report follows:—

The Saskatchewan Customs Association is making splendid progress. It was organized on November 17th, 1917, when representatives from all parts of the Province met at Regina to consider sending a delegate to the Convention at Ottawa on November 27th, 1917. Within a few weeks after the Association was formed every salaried Customs Officer in Saskatchewan was a paid member, numbering 89. This, in comparison with some other provinces, is not a very large membership, but it represents a united province, and we believe the suggestions and other help that we give the Dominion Customs Association are fully appreciated. Our officers are as follows:—

President, J. B. Shaw, Regina, Sask.; Vice-President, H. D. Titus, Moose Jaw, Sask.; Secretary-Treas., B. K. Horne, Saskatoon, Sask.

Executive:—M. O'Connell, Regina; Bruce McIntyre, Moose Jaw; Robt. Foster, Saskatoon; Wm. Neal, North Portal; W. H. G. Beale, Prince Albert.

With a view to keeping our members acquainted with what transpires in connection with our Associations (Dominion and Provincial) the Secretary-Treasurer issues bulletins from time to time showing what is being done. These bulletins are of particular interest to members located at Outports, where in some cases only one man is employed. These men do not have the opportunity of attending meetings like others that are located at larger branches but their interests are identical. Reports of meetings held at all branches are given in these bulletins so that the entire province knows what questions are discussed and the opinions of the different members on same. The Secretary-Treasurer would appreciate any reports or copies of resolutions passed by the other Customs Associations in the Dominion. The D. C. A. has some heavy tasks before it and it is our duty as members to give the officers our full support.

We are very unfortunate in having our Vice-President, Mr. H. D. Titus, absent on account of ill health. He is at present resting at Lake Louise, Alberta. We are hoping for a speedy recovery.

Mr. Walter Drinnan, of Vancouver, a member of the G.W.V.A., was in attendance at the Toronto convention of the Veterans, along with Mr. D. Laughnan, also of Vancouver. Both are returned soldiers, were in the trenches and returned home medically unfit from wounds and illness. At the conclusion of their business in Toronto, it was arranged to visit Ottawa and look into affairs relating to the Vancouver Customs Association, of which they are active members. Illness resulting from wounds caused Mr. Laughnan to return immediately, but Mr. Drinnan was on the spot as arranged, for a very brief and busy stay. It is quite possible that the visit of this able and very intelligent representative will effect a change in some of the ideas of the bright and energetic Association that he represented creditably. Certainly his cause lost nothing in the manner of presentation with the authorities, and Mr. Drinnan left Ottawa with the statement that the affairs of the D. C. A. were in good hands. It was regretted that Mr. Dinnan's stay was so brief, as it was impossible to extend the hospitality of our local Association, owing to the lack of time.

—CSFC—

Vancouver Branch.

The Vancouver Customs Association owes its origin, in part, to a circular received last Fall from the then Secretary of the Civil Service Federation, Mr. Halliday, in which the opportuneness of the time was pointed out because of promises of consideration to be given by the Government to representations from the Civil Servants.

There had been in existence previously successive organizations which had, one after another, become non-existent or moribund, so that for some years there had been no organization in a position to speak for the members of the Vancouver Customs staff. A shaking in the dry bones began as the members commenced to feel the economic pressure resulting from a paucity of salary increases, coupled with great depreciation in the purchasing power of their salaries. A meeting for organizing was, therefore, held on the 13th of November, 1917, where temporary officers were chosen —the choice being confirmed at a later meeting.

The choice for President fell upon Robert Cosgrove, a man of tact and an old war-horse in organizations civil and uncivil. For the Secretary-Treasurership D. H. Elliott consented to become the sacrificial goat, while for Vice-President, Gordon Smith was honoured by election. The Executive Committee were chosen as follows: from the Wharf, R. N. Hop-

kins and A. G. Johnstone; from the Examining Warehouse, Morley Bush and T. H. Wootton; and from the Post Office Building, W. B. Davidson and H. J. Horner. Messrs Hopkins and Bush withdrew later for military reasons and were succeeded by R. A. MacLachlan and Geo. H. Sweet, respectively. It became desirable later to make the representation on the Executive more widely different and so six more were added: P. Hart, W. Coburn, H. E. Reid, W. Morrison, D. G. McSweyn and Jas. Ker. Mr. V. Bromley gave much assistance, preparing the first draft of our Constitution and By-laws. We put our fees low—too low, in fact—$1.50 per year.

As soon as opportunity offered we affiliated with the newly-formed Dominion Customs Association and we have bombarded the patient Secretary Treasurer of that body ever since with epistles more or less weighty. Because of the great expense, we never availed ourselves of the privilege of sending delegates to either the convention of 1917 or the April meeting of this year, but have kept up our connection with headquarters by correspondence or telegram and recently we had a representative "beard the lion in his den" by interviewing the Minister of Customs at Ottawa.

The principal activities of the V. C. A. have been, in co-operation with the D. C. A., to endeavour to bring about the adoption of the principle of appointment and promotion by Merit and the bringing of the Outside Service under the control of a non-partisan body, the securing from the Government of a practical recognition of the increased cost of living by a reasonable increase in salaries, an increased allowance for extra or overtime, and the placing of temporary men on the permanent list. Every legitimate method short of a "strike" has been used. Every grievance and recommendation has been forwarded to the Dominion Secretary, representations have been made to the local members of Parliament and direct to the Minister of Customs. The Press, without exception, has given us favorable write-ups. We have extended offers of our moral and financial assistance to the striking postal men, and we have endeavoured to promote a better feeling of comradeship between the members of the staff of this Port and those of the other Ports of B. C. and the West. D. H. E.

Regina Branch.

The Regina Customs Association was organized on January 22, 1918. The following officers were elected: President, M. O'Connell; Vice-President, J. Kerr; Secretary-Treasurer, J. S. Hornibrook.

The Association has a membership of twenty-eight; being every officer under the survey of this Port, together with the Assistant-Inspector of this Division.

The last Wednesday of every month is our regular meeting day. These meetings on the average have been very well attended and matters affecting Customs officers in general, as well as those of this Port, have been considered. A spirit of harmony and good feeling has prevailed at these meetings and the evident desire of each member has been to advance the welfare of Customs officers as a whole.

Like all new organizations, we have found it difficult to grapple with some new questions, such as the proposed reclassification of the Service under the Civil Service Act of 1918. In this, as in other matters coming before us, we have found much help in the suggestions of other Associations which have been submitted for our consideration.

The new policy of the Saskatchewan Customs Association in circularizing all the Ports in this province with matters of general interest will, no doubt, be a source of much help in coming to a decision on important questions and will also tend to maintain the interest and keep up the enthusiasm in our work.

The hard and successful work of our Dominion officers, together with that of the Civil Service Federation and the agressive policy of *The Civilian*, has been matter for favorable comment. It is also gratifying to know that the Ministers, Deputy Heads and the Civil Service Commission, have been so eager to give our representatives a hearing and to take into consideration the adjustment of our grievances.

We hope that in the near future we may be enabled to take our minds off this question of increased remuneration and turn them to other matters connected with our work with a view to become better and more efficient servants of the people. To feel that one's efforts will be appreciated and rewarded by promotion as openings occur will effect a transformation for better in the service all along the line .

Let us hope that the spectacle, all too frequent, of the experienced thousand-dollar man coaching and instructing the newcomer with a two thousand dollar salary has gone for all time to come. If it be considered that the service is overmanned, let the authorities not forget that considerable retrenchment could be made at the top as well as among the rank and file. The promotion of the Assistant-Postmaster at Charlottetown to the Postmastership and the abolishing of the position of Assistant-Postmaster is a case in point and a step in the right direction.

—M.O.C.

——CSFC——

Calgary Branch.

The enlistment of two more members of the Calgary staff, namely, G. R. Ellis and J. A. Guilfoyle, both married men, is to be recorded.

G. R. Ellis joined the Flying Corps and left for Toronto on the 10th of August. J. A. Guilfoyle enlisted last June and left for overseas with the 69th Alberta Draft, as Sergeant Major. Guilfoyle was a member in the Imperial Service of the Grenadier Guards and the Royal Horse Artillery before coming to Canada. After the war broke out he enlisted in the 5th Battalion, C.E.F., and was wounded at Ypres. He was through Festubert, Givenchy and Armentiers, and was invalided from Service 1916, as Sergt. Major.

We had a pleasant and unexpected surprise on the 15th instant, when Capt. E. E. Rickard, late cashier, walked into the office. Mr. Rickard enlisted at the beginning of the war and went overseas with the 10th Battalion as a sergeant, and was promoted twice on the field. He served eleven months at the front and was injured in 1915. Recovering from his injuries he was on duty in England until the time he was sent back to Canada, and is now waiting disposal. He was through the battles of Ypres, Neuve Chappelle, Hill 60, Festubert and Givenchy.

Of the twelve members of the Calgary staff who have volunteered, just two have returned, Harold Johnston, who is back in the office again, and E. E. Rickard.

H. E. Press and D. Curphey have made the supreme sacrifice, while Geo. Bell, G. W. A. Ganton, S. R. Keeling and R. S. Jackson, have been wounded in action, and the rest of the members are still on active service. Ellis and Ganton were for some time at the Port of Vancouver.—G. A. W.

Equal Pay for Equal Work

What Our Women Are Doing

In Honour Preferring One another

To all the Women in the Public Service at Ottawa.

NOW that we are making our bow to the Service in our new frock, we hope you will be much more interested in us than formerly. Our hope continues to be to serve the best interest of the women of the Service and the column can do that to a very limited extent unless it has the hearty support and co-operation of those women. In the past this page was devoted almost exclusively to reporting the doings of the Women's Branch of the Ottawa Association, and this will be continued, but it is hoped, since more space is at our disposal, to enlarge the news interest. This can be accomplished only if various women throughout the Service will send in news notes to the editress.

It is not our intention to run a personal column as such, because it would be useless to compete with the daily papers, but there are frequently items of news about the doings of the women, both in and out of their offices, which would prove immensely interesting to our readers. Also original contributions on topics of interest to women will be welcomed. When you have something worth while, don't pigeon-hole it; send it along.

——CSFC——

To the Women Outside of Ottawa.

While the Woman's Column has been in operation for some time, reporting meagerly the doings of the women of the Public Service at Ottawa, it is to be regretted that no line of communication has been established between it and the many women of the Public Service throughout Canada. It goes without saying that a report of their many activities would prove most interesting to Civilian readers and now that the column is enlarged, it is earnestly desired that such contributions should reach the editress of the Woman's Column. The women of the Inside are most anxious to know what their sisters of the Outside are doing, both at work and at play. It cannot fail to help the women in one section of the country to know what the women in another section are doing and thinking. An exchange of ideas is helpful to every one and the Woman's Column might very readily lend itself to such an exchange that would be not only illuminating, but entertaining as well.

Address all communications to "Elian," The Civilian, P.O. Box 484, Ottawa, Canada.

——CSFC——

Equal Pay for Equal Work.

"That the women on work ordinarily performed by men should be allowed equal pay for equal work and should not be allotted tasks disproportionate to their strength."

The above is clause eleven of a declaration by the Government of a war labour policy, fair and equitable to all concerned, govering relations between employers and employees in all industries engaged in war work. It was the Minister of Labour who recommended that "the Governor in Council declare the following principles and policies and urge their adoption on both employers and employees, for the period of the war. The Minister, realizing the necessity of steady work and close and sympathetic co-operation between employer and employees to secure maximum results from war efforts, is of opinion that the Government should forthwith adopt such means as may seem practicable for the prevention of interruption during the continuance of the war."

All the clauses of the declaration are extremely interesting but the one of paramount interest to us is clause eleven dealing with women particularly. *Equal pay for equal work!* How that cry has rung out for years from the many women workers in the industrial world—in fact in every kind of work, and also from the women who have been working for the workers! Not a few of us have thought that equal pay for equal work would solve all our difficulties. That remains to be seen when the principle shall be in operation generally. In the meantime, what concerns us greatly is that while "equal pay for equal work" is not on the Statute Book of Canada, at least it is the avowed policy of the Government, as embodied in the order in council dealing with employer and employee.

And, that is just where we come in. Perhaps in no line of work in which women are engaged are the inequalities of pay as between men and women, and in disproportion to the work, so glaring as in the Civil Service. Many offices furnish concrete examples of this, which need not be gone into here. However, the reclassification of the Service which is going on at present in the hands of the Civil Service Commission should remedy all this. We are assured that everything is to be put on a merit basis and that one's work will classify one's position and consequently salary. There are women in the Service doing important work who care much more for the just recognition of that work than they do for the salary. Many of these are fearful of the results of the reclassification. With the best intentions in the world and with quite sincere assurances that they recognize the position which woman has attained, men usually find it almost impossible to disassociate themselves from the ages old prejudice against women in those same positions.

Thus, many of us feel that even with the best commission, such as the present one, the commissioners are only human and a bias is likely to creep in. Yet, how can that happen now that the Government is asking as a war labour policy that in the industrial world employers and employees alike will accept the principle of equal pay for equal work. Surely the Government cannot expect employers of labour to adopt such a policy if the Government iself, through the Civil Service Commission, does not lead the way with its own particular employees in the Civil Service. The Government is made up of men, therefore, it must be logical and the women of Canada, including those in the Civil Service, will be able to appreciate, if not emulate, the logic which will adopt "equal pay for equal work", as the principle in administering the Civil Service Act by the Civil Service Commission.

The objection may be raised that this is just a war time policy. So much the better. The plan may be tried and if unsatisfactory may be withdrawn. That is just the advantage of these war time policies; they commit us to nothing irrevocably. We are just begining to see that we may thank the war for some things. Already many so called war time policies have been in force in all the belligerent countries almost long enough to prove their worth, and thus many reforms have come about that in pre-war days might have caused untold friction, if not revolution. Is it going to be the same with "equal pay for equal work?" It is working in the British Isles and strange to relate the skies have not fallen. It will be worked in Canada and any woman in the Civil Service who is worth having in that Service is quite willing to have it tried out there. We would much rather stand upon the pedestal of merit instead of the one of "sweet femininity," which has proved so fragile as a means of protection in the struggle for existence.

Merit only is our watchword in the reclassification of the Civil Service and of necessity it includes **"Equal pay for equal work."**

——CSFC——

Christmas Stockings.

Already the Red Cross Convener has been notified that the Christmas stockings are ready to be filled so that they may be shipped from Ottawa not later than October first.

It seems that considerable confusion arose last year from the disparity of values which ran from 25c to $12.00. The donors are earnestly requested not to exceed $2.00 in value and with this object in view the Headquarters have sent us some suggestions which are as follows; this being done in the best interest of the men who will receive these Christmas gifts.

It is suggested that each stocking might contain one gift chosen out of each of the following classes:—

(1)—Pocket mirror, cheap style; pocket knife or pencil, pipe or match box.

(2)—Writing pad and envelopes; fancy post cards.

(3)—Cigarettes, tobacco.

(4)—Candies, chewing gum, maple sugar.

(5)—Handkerchiefs, necktie, socks.

(6)—Game, book, puzzle, mouth organ.

(7)—Toilet requisites such as soap, toilet powder, tooth paste, pin cushion.

(8)—Packets of raisins, dates, figs, nuts.

A number of stockings for filling are to be had at the C. S. Red Cross Rooms now, and in taking them out each person is asked to return them not later than September 20th.

——CSFC——

MISS MURIEL WAINWRIGHT



Miss Muriel H. S. Wainwright, of Ottawa, daughter of the late Major W. R. S. Wainwright, is at present serving with the Italian Expeditionary Force. In June, 1917, when a call came from England for more V.A.D's to help in British Military Hospitals, Miss Wainwright offered her services for the duration of the war. She was granted leave of absence, without pay, from the accountant's branch of the Marine Department. From the beginning of the war she was an enthusiastic worker of the Ottawa V.A.D's, being a section leader, and was for a time on duty at the Sir Sanford Fleming Convalescent Home.

Upon arrival in England, Miss Wainwright was sent to No. 1 Military Hospital, Canterbury, where she remained for nearly a year. It was there that the Civil Service Christmas parcels reached her and were so greatly appreciated. Within the year she was made a senior V.A.D. When it was decided to send a party of 40 nurses to Italy, Miss Wainwright was asked to go as an assistant nurse,—a promotion that it usually takes two years to achieve. Before leaving she was given scarlet stripes for excllent service and shoulder straps with A.N. (assistant nurse). She arrived in Italy the latter part of June and is now stationed somewhere on the Italian coast in the 62nd General Hospital I.E.F.

Recently, Miss Wainwright was honoured by being one of the Canadian girls selected to represent her branch of the Nursing forces at the imposing Memorial Service at St. Paul's for Canadian Nurses who have died in war duties.

In a letter to the Secretary of the Women's Branch, just on her departure for France, Miss Wainwright promised to write some of her experiences, so a letter is eagerly anticipated and our readers will be given the benefit of its contents.

——CSFC——

Join the Women's Branch.

The Women's Branch of the Civil Service at Ottawa is supposed to represent all the Women of the Service. This it doesn't do actually, for of the thousands of women who are in the Public Service since the war began, only some hundreds belong to the Women's Branch.

This is to be regretted in more ways than one. The Women's Branch regrets that its membership does not comprise every woman in the Service, firstly because it needs the members and secondly because the women need the Branch. The Women's Branch is the only authorized body to speak and act for the women of the Service so it has come to pass that opinions and judgments are given out as those of the women of the Service without a large number of those women having taken any part in the action. The women who do not belong are unwise to allow this to happen. One woman who has been an enthusiastic worker from the inception of the Branch told the writer that at times she felt like

dropping out of active work because of being fatigued. She said: "However, I simply cannot do that. I "must always go to the meetings, "especially when business is being "transacted, for being in the service, "the Women's Branch acts and speaks "for me and I must be there so that "it will do and say what I want it "to. It is up to me to share in the "responsibility of any and all its "actions and to use my influence to "direct its policy along the lines I "believe to be right."

There is a great deal in what she said. From any other club or organization which may not please us, we may drop out and find an outlet for our activities through some other medium, but it is different with the Women's Branch. It is bound to the Service and as such every woman in the Service is influenced by it and she in turn should make her influence felt in the councils of the association.

Then there is another way of looking at it. Is it fair that a few hundred women should do all the work and some thousands get the credit for it? This very thing is happening. Lady Borden and the ladies' committee of the Red Cross say in effect: "You women of the Civil Service are wonderful. The Red Cross Work you turn out is second to none and the quantities are marvellous, considering that you have already done a day's work at an office." Think what the quantities might be if thousands, instead of hundreds, did the work.

Other women's organizations throughout the city have repeatedly expressed their respect and appreciation of the abilities of the women of the Service as directed through the Branch and an often repeated remark is to the effect that if the women of the Service are to do it, it will be well done. The reputation of doing things excellently has been well worth winning, especially when all the activities have been war work—the only thing that matters these days. The few hundreds in the Women's Branch who have won it are willing and anxious to share it with all the women in the Public Service and they earnestly desire that they should become members and help carry on the good work.

The membership fee is 50 cents, and cards may be had by applying to the treasurer, Miss Fidelia Duhamel, Department of Railways and Canals.

The Assistant Secretary.

True to her ideals of service, Miss Louise M. Usher, of the Department of Militia and Defence, and assistant-secretary of the Women's Branch, has enlisted as a nurse for overseas service. At present she is in training at the Military Hospital, Kingston, and then will proceed overseas.

Miss Usher's enlistment left the assistant-secretaryship vacant, so at the last meeting of the Executive, Miss Edith A. Grant, who so ably filled that office last year, was appointed and has consented to act.

The good wishes of the Branch go out to Nursing Sister Usher

CSFC

The Halcyon Club.

The note paper has arrived. The order for it had been given quite early and it should have arrived for the formal opening of the club, but delays occurred and only now is it at hand. The paper is a buff organdy with the heading, "The Halcyon Club, Ottawa," embossed in brown, the envelopes having an embossed flap. The house commitee regrets that it will not be able to supply the note paper free of charge. During war times at any rate, it will be on sale at the office, where it may be procured in large or small quantities.

ELIAN.

CSFC

Railway Mail Clerks Federation

At the last convention of the Civil Service Federation of Canada in November 1917, the Railway Mail Clerks were represented by several very active delegates who interested the officers of the Federation in the problem of equipment furnished by the railways of Canada for the carrying of mails. Enquiries were instituted by the delegates of the Railway Mail Clerks and the officers of the Federation and the following letter to the Railway Commission was authorized.—

Ottawa, Feb. 11th, 1918

To Geo. Spencer,
Chief Operating Office,
Railway Commission.

Sir:—

On behalf of the Civil Service Federation of Canada and in response to your kindly extended invitation, I desire to bring to your attention the fact of weaknesses and deficiencies in the equipment furnished by the railways of Canada for the carrying of mails.

We make the following requests:—

(1) Assistance in securing at as early a date as possible, postal cars constructed of steel.

(2) When repairs are being made to postal cars, that steel reinforcement be introduced wherever possible on the floors and sides.

(3) That orders be issued that the following postal cars be withdrawn from use as such, viz:—

G.T.R. postal cars numbered 27, 19, 20, 21, 10, 109 and 115, and such other cars as may from time to time be reported to you.

That when instructions are issued for the construction of the new steel cars, standard plans be submitted to the Controller Railway Mail Service, and that he be asked to invite a committee of Railway Mail Clerks to discuss with him the types of postal cars most suitable to the service, both as regards safety of construction and efficiency and convenience of equipment, and that cars not up to this standard be paid for at a lower rate in order that the matter of compensation to the Railway Company may always be a reminder of the inadequate equipment supplied.

With reference to postal cars constructed of steel, we submit for your consideration those supplied by the T. N. O. Railway.

With reference to equipment, we beg to include the heating, lighting, sanitary, water and cooking arrangements, as well as the supply of letter cases, bag racks, tables, bunks, chairs, cinder shields and ventilators, etc.

With reference to our request for the withdrawing of certain cars, we believe these cars to be unsafe and submit herewith as proof, the evidence at the inquest into the cause of the death of Railway Mail Clerk A. L. Barclay, who we believe lost his life while working in a car that was absolutely unfit for service as a postal car, and that the danger was increased when such a weak car was placed next the tender.

We beg to append herewith, under different headings, descriptions of equipment which we consider essential to preserve the health and efficiency of our staff.

Heating.

The heating apparatus of a postal car should be the vapour system, with a stove connected, and supplied with coal for use when the car is hauled by an engine not equipped for heating the train.

Lighting.

This should be either Pintsch gas or electricity, lights to be suspended from the roof at such places as may be necessary to give a clear light from shadows.

Sanitary arrangements.

These should include flush closets, with deodorizer, located in a small enclosure, as in coaches. Drinking water in tanks with a separate compartment for the ice so that ice may not be placed in the drinking water and a separate tank for washing water, having a wash basin with a drain pipe large enough to prevent being easily choked up with ice in cold season, and that cars should be washed out at least once each week and brooms provided so that cars may be kept clean while en route.

As Railway Mail Clerks on long runs require hot meals, we ask for a gas burner conveniently located and protected by sheet metal to prevent danger of fire.

As it is contrary to the rules for Railway Mail Clerks to sit or lie on mail matter, we ask that chairs and benches with mattresses be provided in order that rest may be secured in the intervals when cessation of work permits.

Generally speaking, the plans for standard postal cars include letter cases, bag racks, tables and clothes closets, but as the arrangement and number of these facilities greatly affects the efficiency and expeditious performance of our work, we ask to be invited by the Controller R.M.S. to make arrangement of equipment in postal cars as convenient as possible and absolutely uniform in each class of car, to obviate the delay consequent upon being suddenly transferred from one type of equipment to another.

The foregoing is submitted for your information with a view to improvements being put into effect at as early a date as possible.

Yours truly,
F. Grierson,
Secretary, Civil Service
Federation of Canada.

It was not anticipated that the improvements desired would be effected immediately, especially under the abnormal conditions of the present time. The Railway Commission was not pressed for a reply, but a letter has just been received from Mr. Geo. Spencer which all Railway Mail Clerks may take as a guerdon that the Railway Mail Clerks' Federation is not indifferent to that which is most fundamental to efficient service, viz., proper working conditions. Mr. Spencer's letter follows:—

GEO. SPENCER,
Chief Operating Officer.

Dear Sir,

Referring to your letters of Feb'y 11th and August 24th;

The matter of standardizing and improving mail cars has not yet sufficiently advanced to be disposed of. A great deal of discussion has been caried on with the different railway companies. Plans have been discussed, checked, etc., and as the same is still going on it would be premature to pass an opinion as to how soon and how the matter will be disposed of.

The Canadian Pacific Railway Company has built 27 all-steel mail cars. The first one was put into service March 12th, 1915, and the last one completed September 6th, this year.

Yours truly,
GEO. SPENCER,
Chief Operating Officer.

Mr. F. Grierson, President,
Civil Service Federation,
Box 484, Ottawa.

CSFC

Civil Service Association of Ottawa

A GREAT many Civil Servants remember the "good old days" when venerable and respected members of the Service, resplendent in frock coat and top hat, out of the goodness of their hearts, and with the most exacting observance of the most formal decorum, waited upon Ministers of the Crown, armed with the most lengthy, the most unintelligible and unreadable, and the most obsolete of weapons, "The Memorial to the Honourable, The Prime Minister of Canada," etc., etc. Still more Civil Servants remember the grievances—the ostensible reason for the venerable and respected members of the Service pleading the cause of suffering humanity—the grievances which had been borne with year after year and which all the memorials, the venerable and respected members of the Service, the frock coats and top hats, and even the most exacting observance of the most formal decorum, failed to rectify and which, had the "good old days" not been relegated to the past, would still be as real and as bitter to this day.

But a new generation was born and in that generation men and women saw the futility of the old ideals and particularly of the old ways. The seed of organization was first sown in Ottawa in the year 1905, resulting in the organization of the Civil Service Athletic Association, which had a successful existence for four years and a membership of about 1,000. Messrs. F. Grierson, J. L. Payne and W. T. Urquhart were presidents of this association in rotation. In the year 1907, Mr. J. L. Payne made frequent suggestions to the Athletic Club Executive that the idea of organization should be extended to embrace all subjects and phases peculiar to Civil Servants as a class. Mr. Payne, full of the ardour of a great idea, called a meeting of the whole Service which was held in the Railway Committee Room and there the Civil Service Association of Ottawa was born.

It was an infant organization with all the uncertainties of life of the new-born child, and without the sympathy and confidence of even the Service. The greatest victory the Association has ever won was in its early history, when despite every possible discouragement, it kept afloat and weathered the storm. Too much praise cannot be bestowed upon the men who stood by the Association in the days when all it received were sneers and scoffs. The Association stands to-day a living monument to the indomitable courage and far-sightedness of such men as R. H. Coats, A. G. Kingston, J. A. Doyon, M. D. Grant, J. M. Macoun, Geo. Hutchinson and a number of others.

As stated in the constitution, the object of the Association is the promotion of the common interests of

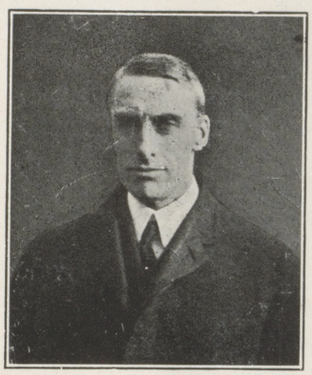
Civil Servants employed by the Government of Canada. Few organizations have for their raison d'être, a larger purpose or a wider field of action than is provided for this Association.

As a direct result of the baneful influences of nearly a half century of rampant and virile patronage, the Association has directed its main energies towards, first, the abolition of patronage, and secondly, the removal of the anomalies and the unjust conditions which have grown up during the reign of patronage. While the Association cannot claim full credit for the abolition of patronage as embodied in the Civil Service Act, 1918, nevertheless, a very appreciable share of the credit properly belongs to the Association—a greater proportion than perhaps even its friends and admirers would concede it. In the field of reform, the Association has always been foremost, and to-day, after but a short existence, can proudly point to many large and far-reaching reforms made as a direct outcome of its forceful representations.

The membership in the Association is open to all Civil Servants employed at Ottawa, except those who may be employed to serve specifically the city or district of Ottawa. For the purposes of representation, the Service is represented on the Executive Committee by departments, each department being entitled to one or more Representatives according to the Association membership of the department. The Executive therefore consists of the officers of the Association, and the Departmental Representatives. Subsidiary bodies of Civil Servants, members of the Association, who form organizations of their own to promote special interests, are similarly entitled to representation. In personnel the Executive averages about forty members, who are fully representative of all ranks and interests of the service.

A very essential feature in the constitution of the Association is the system whereby class interests are represented. This is the Departmental Advisory Board, consisting of one person elected by the members of the different divisions and grades in the department, to advise the Representative on all matters coming within their jurisdiction.

A most important feature in the representative character of the Association is the election of the Departmental Representatives by ballot. A system has been evolved whereby each member of the Association in every department is afforded an opportunity of nominating a candidate and of casting his ballot for his favourite candidate. The ballot system has only recently been made a part of the constitution, and already gives promise of adding materially to the strength and usefulness of the Association in the election of a truly representative Executive and in the awakening of a deeper interest in the work and personnel of the Executive Committee.



WALTER TOOD
President
Civil Service Association, Ottawa

The achievements of the Association—the actual reforms and concessions obtained from the Government of the day—represent not the greatest advance made by the Association in its short history, though they alone warrant its existence. The great victory, as already stated, was in the first years after its formation, when it withstood the elements of inevitable opposition to a radical movement. With an existence assured, the task now remained to place the Association in a position where its influence would be felt and where its dictum would be received with attention and respect. It was only by the exercise of the greatest tact and diplomacy that this necessary condition could and was eventually brought about. The result is that to-day the Service has an organization fully representative of their common interests, working always for the promotion of these interests, and in a position to do so by virtue of having won recognition from the Government and established a prestige, the greatest asset of any organization.

Of the actual reforms brought about through the efforts of the Association, perhaps the most significant is that known as the Old Third Division Question. Under the provisions of the Civil Service Amendment Act, 1908, a large number of Civil Servants who had previous to 1908 the right, on promotion, to attain to the highest positions and emoluments in the Service, were placed in the old Third Division, and thus debarred from promotion to the higher ranks except by passing an examination substantially equivalent to the old Second Division Examination. To men who had already complied with the law as it existed when they entered the Service, many of whom had passed the age of writing on a purely academical examination, the imposition of this barrier was a gross injustice. For nine years the old Third Division Question was one of the main concerns of the Association because of the principle involved and the hardship to all affected by the law. The enevitable victory came at last in the Civil Service Amendment Act of 1917, which once and for all conceded to these old Servants their just rights.

Many other reforms of far-reaching effect were similarly obtained, among which the following may be cited as notable instances:—

(a) The increase in the amount of Civil Service Insurance from $2,000 to $5,000, and the right of women to participate in the insurance.

(b) The increasing of the annual increment to the old Second Division from $50 to $100, and the increase of the minimum of the old Third and Second Divisions to $600 and $1,000 respectively.

(c) The granting of a bonus of $100 to all civil servants in receipt of a salary of less than one thousand dollars per annum.

(d) The correction of many unsanitary conditions in many of the Government offices.

The Civil Service Act, 1918, embodies many reforms for which the Association has fought for years and which are largely due to the untiring efforts and vigilance of the Association in bringing them to the attention of the Government and urging their importance and the necessity of their inclusion in any law based on efficiency. In this connection, parcicular stress may be laid on the feature of the Act providing for a re-organization of the Service, which has always been the first reform for which the Association has laboured. With the Civil Service Act, 1918, as a basis, and Commission

control and the Merit System as the principal bulwarks, the Service is in a better position to-day than ever before to demonstrate that it is truly an asset of the country and a vital part of her machinery, rather than a haven of refuge for failures in the business and professional world, and, worst of all, the resting place of the political job hunter.

Never in its history has the Association been confronted with problems of such magnitude as it is at the present time. True, the era of reform has come and greater possibilities are within reach than even the most radical reformers ever dreamed of only a few years ago. The times are throbbing with interest and teeming with action. A complete throwing off of the old standards is going on everywhere in keeping with the spirit of the age. Even in the most conservative of institutions—the Civil Service—a new standard is all but here. It is the reorganization of the Service on the basis of a fair day's pay for a fair day's work, giving to every position its proper remuneration and eliminating the dead-wood in the new order of efficiency. The Service is looking to the Association to follow the process of introducing the new order with an almost painful vigilance. There are many other problems which require careful consideration, the two most vital at the present time being the Cost of Living in relation to salaries and the matter of Superannuation. Both these matters are so well-known to all that nothing further need be added. The Association, realizing their urgency will, it is confidently believed, press for a reasonable and just solution of both problems.

Whatever success crowns the efforts of the Association in the domain of reform, the association as a Civil Service organization will have failed of its purpose, in the final analysis, if out of all its actions and improvements in the government of the Service there does not accrue a measure of *esprit de corps* among the personnel of the Service, in keeping with its importance, its history and its traditions. This, then, is the greater task before the Association, a task which only years of patience and perseverance can overcome. It will be a proud day for the Association when it can point to the accomplishment of an *esprit de corps* in the Service, for then all things will be possible.

Since the outbreak of war, the Association has been active in patriotic endeavour, accomplishing very satisfactory results in this direction. The principal patriotic activity has been in raising a Civil Service subscription to the Canadian Patriotic Fund. The total amounts subscribed



EDWARD LISLE
Secretary
Civil Lervice Association, Ottawa

to this most deserving fund were as follows:—

During the Association year,

1914-1915.....	$ 13,435.07
1915-1916.....	150,000.00 (approximatively)
1916-1917.....	165,425.88
1917-1918.....	132,068.46

The Association has also assisted in the work of recruiting for the overseas forces, and on the whole very appreciable results were obtained. The Service Roll of Honour is a proud one.

The President, Mr. Walter Todd, of the House of Commons staff, has held the presidency for four years, previous to which he was Secretary for two years. Besides a wide knowledge of Civil Service law and a large and varied experience in all matters relating to the Service, Mr. Todd possesses the highest qualities of tact and leadership, so essential in the head of a large organization. Mr. Todd, through his untiring efforts, has contributed perhaps more towards Civil Service reform for the Inside Service than any other person.

Mr. E. F. Drake, the senior Vice-President, is the Superintendent of Irrigation in the Department of the Interior. Mr. Drake, whose connection with the Association dates almost from its formation, has always been a mainstay of the organization, being a strong advocate of reform and a most unselfish worker.

Mr. A. DeB. Tremaine, the second Vice-President, is Superintendent of Agencies in the Department of Marine. Mr. Tremaine, for many years a member of the Outside Service, was at once chosen by his Department as their Representative on being transferred to the Inside, the wisdom of his constituents having been shewn in the time he served as their Representative and later during the two years in his present office. Mr. Tremaine is indefatigable and possesses a keen insight into the affairs of the Service.

The Secretary, Mr. Edward Lisle, of the Department of the Naval Service, and the Treasurer, Mr. J. H. Ryan, of the Post Office Department, are enthusiastic workers, mindful only of the interests of the Service, and ready at all times to throw their whole energies into the work of the Association.

——CSFC——

FIRST BY AIR

Members of "The Civilian Committee" were seated around the editorial board on the evening of August 15th when the chairman was handed a letter which had arrived in Ottawa from Toronto by aeroplane mail. Inasmuch as this letter was an unexpected message from a friend in the Queen City and was delivered from Ottawa post office by the usual means, it was one of the first—possibly the very first—of the aeroplane letters so delivered in Ottawa. For the pleasure of receiving so unique a message, *The Civilian* expresses thanks to a good friend.—Arthur E. Crate of Toronto post office staff.

Dr. JOHNSON AND PATRONAGE

The famous Dr. Johnson, upon being solicited by a lady to obtain patronage for her son, replied:—

"When you made your request to me you should have considered, Madam, what you were asking. You ask me to solicit a great man to whom I never spoke, for a young person whom I had never seen, upon a supposition which I had no means of knowing to be true."

Western Canada Interior Association

LACK of space is the cause of the delay in publishing in the *"Civilian"* the report of the formation of the Western Canada Interior Association. The special importance of this event is due to the fact that it establishes still another Dominion organization on the lines of the Postal and Customs organizations, whose success have been worthy of the greatest praise. The initial organization of this new body was effected on May 18th, at Saskatoon, when officers were elected as follows:—

President, M. A McInnis, A.D.L., Saskatoon, Sask.; Vice-president, C. M. Arnold, C.E., Calgary, Alberta; Sec.- Treas., Thos. J. Oliver, Moose Jaw, Sask.; Executive Committee, Chas. Harris, Swift Current, Sask.; F. Barker, A.D.L., The Pas, Man.; G. H. Nicholson, Dauphin, Man.; E. F. Layton, Lethbridge, Alberta.

This executive represents the central body with five branches and affiliation with the C. S. Federation has already been effected. The record is on hand of the executives of two of the branches, the Dominion Lands Branches at Swift Current and Lethbridge. The personnel of the Swift Current executive is:—

Honorary President, Mr. Ira Argue, M.P.; President, Mr. C. Harris; Hon. Vice-President, Mr. S. Lee; Vice-President, Mr. W. Woodhall; Sec.-Treas., Miss M. E. Delves; Executive Committee: Messrs. Wilkins, Goodwin, Giroux, Furnis and Miss McDonald.

The Lethbridge branch is officered as follows:—

President, Mr. J. A. Reid; Secretary, Mr. E. F. Layton; Number of members 13, of whom four are on active service.

The coming of this body upon the scene is most timely, for it is now possible to disclose a condition of affairs and bring the same to the attention of the Government in a manner that could not be possible in the old individualistic way. From reports to hand it would appear that the state of affairs in the Western Interior offices is worse, far worse, than that in the Postal Service, in whose ranks the recent strike took place. In reality the members of this service are showing their patriotism by facing the dread of freezing to death on account of not having the money to get coal, even if they do not starve to death through lack of proper nourishment. The following facts will indicate how the Interior Department is managed. The Interior employees are on about the same salary schedule as the Postal Clerks in the West, but the latter get $180 provisional allowance, $100 bonus, 1917, and $200 bonus, 1918. The Interior employees get only the $150 and $100 voted on May 23rd. As will be seen the Postal Clerks, by showing the necessary amount of pep, received practical recognition while reports indicate that the Western Interior men can get no reply from letters to the Deputy Minister except "**evasive answers.**" Is the Minister of the Interior inviting another exhibition of spirit on the part of poverty-stricken Civil Servants? That is the question coming over the wires and through the mails from the West to the East.

Here follow signals of distress from the West, as noted in letters to hand:

"Many employees of the Interior Department are receiving, all told, a salary of $720, which is very much below the minimum salary paid to postal strikers at the time of the strike."

"In the last two years, with a staff of 14, we have had 46 different persons on the staff and only two of the old original number, because men will not work for **starvation wages.**" "A certain married man, with ten in family, very industrious and conscientious, receives only $70 a month, and the Minister of Finance says Canada was never so prosperous." Still another S.O.S. call from the suffering Interior employees of the West is to this effect:—

"We are entitled to know our classification and schedule of salaries which it is proposed to adopt for this Department. It is not for a few individuals receiving fat salaries at Ottawa to dole out pittances to the Civil Servants of the West without regard to their desires or necessities. The employees should have something to say as to what the remuneration is to be as well as the employer. We have every reason to believe that the representatives of the Inside Service were consulted as to the schedule before the same was adopted in the present Act. Every effort so far to secure this information has only resulted in an evasive reply, shifting responsibility over to someone else. In the meantime, Civil Servants who have given four or five or ten of the best years of their lives to the country, and who are dependent on their earnings are not given the slightest consideration. In view of the foregoing facts, I may say **we mean business.**"

In the above terms the new organization coming out of the West has made known its tribulations to the C. S. Federation and it is now up to the Dominion body to take action and it is currently believed that there will be little delay in doing so.

Western Canada Immigration Association

EMPLOYEES of the Department of Immigration and Colonization in the West have only recently realized the necessity of organizing themselves into an association and seeking affiliation with the Civil Service Federation of Canada, thereby aligning themselves with the great majority of Civil Servants throughout Canada.

Since the first step of organization rapid progress has been made towards the desired end, and now a flourishing organization is in existence.

The Constitution was adopted on March 28th, 1918, and the following Officers elected:—

Hon. President, J. Bruce Walker, Commissioner; Hon. Vice-Pres., Thos. Gelley, Asst. Commissioner; President, John Colvin; Vice-Pres., F. W. Robinson; Treasurer, R. Adamson; Secretary, J. W. Philip Jones.

In addition to the last four names, the Executive is composed of Messrs. W. C. Carson, A. Kyle, W. B. Oakley, E. T. Boyce and H. G. Johnston.

There are now seventy members scattered over the Provinces of Manitoba, Saskatchewan, Alberta and Western Ontario and if this number of *The Civilian* should fall into the hands of any of the Western staff of the Department who are not already members, it may be taken as a personal invitation from the Executive to them to become members of the W. C. I. A.

The Executive also take this opportunity of sounding the Eastern and British Columbia staffs of the Department as to the feasibility of forming a Dominion Immigration Association. Is there any reason why there should not be a Dominion Association in connection with the Department of Immigration and Colonization as in the Customs, Postal and other Departments?

J. W. PHILIP JONES, Secretery,
Ottawa, August 17, 1918

Newsy Personal Notes

MAINLY ABOUT PEOPLE

What we all are doing

HERBERT T. OWENS

THE Civil Service of Canada has been a training ground for men who have afterward attained distinction in many varied walks of life, but rarely has it contributed one to so distant and remarkable a career as that upon which Mr. Herbert T. Owens is to enter. Mr. Owens sailed from Victoria about the middle of this month for Japan, whence he will go to Seoul, Korea, where he is to be assistant to the President of the Chosen Christian College, an interdenominational institution maintained by the contributions of people in Canada, the United States and Australia.

Mr. Owens came from Montreal eleven years ago to act as amanuensis on Hansard. When a position on the Committee reporting branch of that staff was opened, he succeeded in winning it in open competition. For several sessions he has engaged in reporting debates of the House of Commons itself. His marked ability and devotion to his work gave him every reason to hope for rapid promotion.

His services to the public were by no means confined to those for which he was directly rewarded. From boyhood he was devoted to Christian Endeavour and Y.M.C.A. work, and as a lay preacher his message has been heard in many pulpits in the Montreal and Ottawa districts. He is an enthusiast in co-operation and did great pioneer work in the movement, which must succeed some day, to unite the Civil Service for self-help on lines of mutuality. Mr. Owens' views of social reform are basic. He is a declared believer in the philosophy of the Single Tax and his letters to the press on that subject have attracted wide attention.

In the move to the far Orient, Mr. Owens is accompanied by his wife and two children. The best wishes of all their friends of the Civil Service go with the missionaries to their new field of endeavour.

OBITUARY

T. P. Owens, chief of the Reporting Branch of the House of Commons, mourns his son, Lieut. Thomas Sergent Owens, who died of multiple wounds in France.

Arthur Patry, translator, of the Archives, died on August 13th after a short illness. He was a son of the late Joseph Patry, of the House of Commons staff.

Capt. W. H. Carter, formerly collector of Customs at Quebec, died on August 16th, aged eighty-four years. He was a son of Admiral Carter, who served under Nelson at Trafalgar.

H. S. Scott, special officer of the Canadian Customs in Chicago, died in that city on August 19th. He was formerly a prominent newspaper man and was on the Toronto "Globe" staff for twenty years.

Ward S. Fisher, killed in action, was the eldest son of Ward Fisher, of the Dept. of the Naval Service, Ottawa.

John R. Peachy, an official of the Dept. of Militia and Defence, died on August 21st.

Philip Eustace Buck, one of the very oldest veterans of the Canadian Civil Service, died on August 21st. He was born at Bury St. Edmunds, Eng., eighty-eight years ago and came to Canada in 1866 to enter the postal service. He was a employee of the Post Office Department for thirty-seven years, retiring some years ago on superannuation. At one time he was a trans-Atlantic mail courier and crossed the ocean about a hundred times in the old slow packet-boats, in charge of Canadian mails. He was one of the few survivors of the Civil Service Rifles battalion of 1866.

Miss Margaret Anne Northwood, for several years on the staff of the Office of the Auditor General, died on August 19th, after a brief illness.

Isabel, daughter of the late John Munro, and sister of Lieut.-Col. J. R. Munro, died suddenly at Berkely, Cal., on August 20th.

PERSONAL MENTION

Wm. Thompson, a Toronto postal employee, was painfully injured by falling from a mail truck.

Alma Roxa, daughter of the late H. B. Thompson and Mrs. Thompson, was married on August 14th to John Charles King, of Bay City, Mich.

W. H. Campbell, of the Customs at Niagara Falls, has been transferred to Moose Jaw.

At the recent annual meeting at Harvard observatory of the American Astronomical Society, Dr. Otto Klotz, Director of the Dominion Astronomical Observatory, was an elected Councillor for two years, 1918-20.

Flt. Lt. Bernard de Salaberry, wounded on August 8th, is a son of Lieut.-Col. René de Salaberry, of the Dept. of Justice.

Second Lieut. M. F. (Mac.) Cunningham, R.A.F. (missing since June 6th), is said to have downed six Hun planes in his short career as a flying man in France.

Lieut. W. F. Cameron, of the Cameronians, wounded, is a son of the Postmaster at Middle Musquodoboit, N. S.

Capt. Forbes-Mitchell, D.S.O., now commands No. 3 company, Canadian Machine Gun Corps Depot, at Seaford.

Harrison Harding Bligh, K.C., LL.D., librarian of the Supreme Court of Canada, died on August 22nd. He was an old and valued official of the Courts and his death is deeply regretted, not only in legal circles, but wherever he was known.

Wm. F. Tisdale, the senior member of the postal service in Brantford, died at Birtle, Man., where he was visiting, on September 2nd. He was born in 1854 and entered the Civil Service in Montreal Post Office, but transferred to Brantford in 1880.

James Crampton, for thirty years on the Customs staff at Windsor, Ont., died on August 31st, aged 79 years.

T. R. Ferguson, chairman of the Board of Steamship Inspection, Ottawa, died on August 30th.

How the Wind is Blowing

IT is not so much where we are as the direction we are travelling. We are going forward; if the breeze be fair we'll "run", if not we'll "tack", but it seems worth while to keep track of the "weather." There may be favorable winds which we are not using, and unfavorable winds which we are not recognizing.

——CSFC——

A Civil Service M.P.

Perley Doe,in *The Public* for August 24, quotes a Russian as stating that the Soviet is a truly representative body because representatives are chosen, not to represent a locality, but to represent the different trades and professions. The Russian described the attempt to elect men to represent a locality as absurd, because a man really always represents the interests of the trade, profession, or class to which he belongs, and not the locality in which he happens to live.

We have allowed the Russians to "discover" and apply the obvious, but if we can't lead let's be good followers: How about a Civil Service representative in our own Parliament?

——CSFC——

He is Right.

President Wilson, in a letter to the Democrats in New Jersey, March, 1918:

"The men in the trenches, who have been freed from the economic serfdom to which some of them have been accustomed, will, it is likely, return to their homes with a new view and a new impatience of all mere political phrases, and will demand real thinking and sincere action."

——CSFC——

The Char-women too.

In awarding wage increases at the plant of the General Electric Company at Schenectady, New York, the National War Labor Board did not neglect the women who scrub floors in the general offices of the Company. Their wages had been $5 a week, although one woman who had been in the company's service for twenty-five years received $6. The War Labor Board awarded them all $10.50 a week, or $1.75 a day. These women work only a few hours each day, but at the most inconvenient times.—(*The Public*).

The char-women in the Government service receive one dollar a day and so far as we have been able to ascertain will not share in the bonus recently granted.

——CSFC——

Private Industry.

Local pressmen yesterday afternoon **declined** an increase of 15 per cent in wages made to them by the Employers' Association. (Ottawa news item, Aug. 30).

——CSFC——

Paying the Profiteers in their own coin?

Daniel C. Roper, Commissioner of International Revenue in the United States, has given out the following figures with regard to the increase in the number of multi-millionaires during the period 1914 to 1916:

Fortunes of $5,000,000, from 233 to 726; fortunes of $10,000,000, from 69 to 245; fortunes of $10,000,000 to $20,000,000 from 114 to 276; fortunes above $20,000,000 from 60 to 206; or a total increase in fortunes over $5,000,000 from 476 to 1,553.

That the increased "prosperity" has affected not only the great but the near great is indicated by an increase in incomes of from $20,000 to $25,000, during the same period, from 8,672 to 12,953.

——CSFC——

Why Tax only the Poor?

It has been estimated that, during the twenty years (1893 to 1913) in which the taxation of incomes was illegal in the United States, some three billion dollars stayed in the pockets of the wealthy. If the Government got this money without borrowing, it got it from others, and the others are the poor. If it borrowed the money the wealthy are getting paid for the use of their money and will get it all back.

——CSFC——

Double Harness for Employer and Employee.

In an article in the August number of the organ of the Civil Service Reform League United States, William D. Foulke is comparing the status of employees of private industry with that of employees of the State. "Those in the Civil Service," he says, "are not in the same position —they are the servants of the State; they have not the right to resist the Government; they have no right to strike or to combine for the purpose of striking or to exert pressure of any kind upon their employers by means of their organizations."

This statement can be accepted on a basis of either of two assumptions. Either Mr. Foulke supposes that the State is sufficiently wise to know what its employees need and sufficiently generous to provide it when the need is known; or he supposes that the State, as State, is an all powerful agent whose dictates are not to be questioned and whose power is not to be lessened by any show of resistance of its subjects.

We have, it is to be assumed, abandoned the two possible assumptions of Mr. Foulke's discussion in favor of one which desires to see organization made for man, and not man made for organization. We have seen that a body devoted to human ends—whether it is a Government department or a dry goods store it makes no difference—tends to secure those ends most fully if the body acts on the basis of common consent.

There is but one preventive of strikes, alike in public and private employment. It is the same preventive we adopt to prevent revolution. Create conditions of constitutional, representative assembly and procedure which assure fair treatment to all represented. This the unions help to do. They exert a pressure which requires common deliberation over problems which affect them. Collective dealings in the public service will have the same result. But it will work toward an end which is far more fundamental. The operation of Government departments and agencies on a basis of participation in management by the workers will result in a fostering and cultivation of the sources of interest, initiative, and worth-while personality.—(Ordway Tead in *The Public*, August 24, 1918.)

——CSFC——

722 Girls at Less Than the Minimum.

The Minimum Wage Board of Manitoba has compiled figures showing that $948 is necessary for a girl to live decently in Winnipeg.

The statistical branch of the Labour Department of Canada has compiled figures (see the August, 1918, Gazette) showing that the average cost of staple foods in Manitoba is approximately seven per cent **cheaper** than in Ontario, so that if $948 represents the minimum for Manitoba the minimum for Ontario should be $1,015. The latter figure does not even yet represent a corresponding minimum for girls in the Government employ at Ottawa because of the five per cent abstracted for the retiring allowance. To be strictly comparable with the figure decided upon for Manitoba the Ontario minimum should be placed at approximately $1,065.

An attempt has been made to ascertain the number of girls employed by the Government in Ottawa who are in receipt of less than this amount. The count has of necessity been confined to the Inside Service and does not take into consideration the large number of girls temporarily employed in the Militia or any of the various war boards. But the seriousness of the situation will be apparent when we state that our figures, and these cover 23 departments of the Service, show a total of 79 girls who are receiving salaries of $1,000, and 643 who are receiving salaries of less than $1,000. There are known, therefore, to be 722 girls in the Government Service at Ottawa, permanently employed, who receive less than the minimum wage indicated in the report of the Minimum Wage Board of Manitoba.

——CSFC——

East is (not) East and West is (not) West.

Figures have been issued showing that during the past five years the purchasing power of a dollar bill has shrunk to 54 cents in Washington, 57 cents in Philadelphia, 59 cents in New York and Chicago, and 63 cents in San Francisco. The interesting thing in these figures is the fact that the purchasing power of a dollar is greater in the west than in the east, but the figures are too limited for sure conclusions.

Our own Labour Department has published figures (see the August Labour Gazette, p. 646) covering all of Canada which are comprehensive enough to prove that so far as the cost of food in 1917 is concerned, the provinces of Canada stood in the order named, placing the most expensive first: (1) British Columbia, (2) Ontario, (3) Alberta, (4) Nova Scotia, (5) New Brunswick, (6) Quebec, (7) Saskatchewan, (8) Manitoba, and (9) Prince Edward Island, the last in a class by itself and far cheaper than the rest. There is no indication of a line between the east and the west in the list given. Average figures submitted by the chief statistician show that for the four western provinces the average cost of food is $11.31, and for the four eastern provinces (not including Prince Edward Island) $11.34. The situation with regard to fuel is described by him as more complex, but so far as the cost of food is concerned the Government employee east of Fort William has equal rights to the cost-of-living allowance of $180 enjoyed by his fellow-servants to the west. Instead of being described as a cost-of-living-in-the-West allowance it should receive the name of a cost-of-living-in-the-World allowance and should be given to all. It is being received by the employees of private industry.

Attention should be called also to the fact that not all of the Government employees west of Fort William enjoy the allowance. It is paid in fact in two departments only—Post Office and Inland Revenue.

The Story of the Civilian.

(Continued from page 240)

the universal opinion of that day that a servant of the Crown who expressed an opinion upon the ethics of public employment was liable at least to dismissal from his position. This extraordinary condition of affairs in a country nominally at least a democracy calls for passing notice. Why was a great class in a free country (so called) thus reduced to a state of abject slavery? The explanation will be apparent to many of the readers of these lines. It was due to the fact that "Patronage" was one of the "Fathers of Confederation." He was the most feted and the most reviled, the most courted and the most damned of all the Fathers of our nation. He lived an easy, licentious life and at last died a hard and malignant death. (And just here an interpolation is necessary, for while Bill No. 53 was read over the corpse as a sacerdotal liturgy on May 23rd, it is the humble opinion of the writer that the ghost of Patronage will haunt our lives in days to come.)

And so under prescribed and trammelled circumstances, did *The Civilian* start upon its career, the first number appearing in public on May 8th, 1908. In that number the Editors presented "Our Credentials" in the following words:—

"The modern means of uniting men in spirit and in purpose to cope with the affairs of the work-a-day world is 'The Press.' To the eye of some future philosopher, mankind of to-day will present itself as grouped around world movements that owe their power of propagation to printers' ink. That so great an interest, so extended an organization, as the Public Service of Canada should remain unrepresented would imply an insulation as complete as fatal."

"For this high and honourable privilege of serving the servants of Canada, *The Civilian* presents itself as aspirant and candidate. We realize that our success as a journal will be dependent wholly upon our success in filling the place waiting to be filled by such a journal. As we are to be judged on our performance and by the great jury of the Public Service, under the eye of our master, the Canadian people, we make no predictions."

The four original members of the Board of Editors were M. D. Grant, George Hutchinson, R. H. Coats and F. Grierson. Messrs. Grant and Hutchinson resigned from the Public Service in the early days of *The Civilian* and consequently severed their connection with the Board. Mr. Coats stuck to the job giving the best of his great ability to the tasks involved, until his technical mastery of systems of statistics were discovered by the Government, and he was placed in a position of great responsibility, demanding all his energies—the position of Dominion Statistician.

Since Mr. Coats' retirement from the Board in 1912, *The Civilian* has been managed by a committee appointed at each convention of the Civil Service Federation of Canada. *The Civilian* Committee appointed in 1912 and reappointed at each succeeding convention was: F. Grierson, chairman; Ernest Green, A. C. Campbell and Austin Bill. The committee was given authority to add to its members and from time to time new comers appeared to lend their co-operation. At the present time the principal auxiliary members of the committee are: Messrs L. Pickup, editor of the Postal Journal; T. H. Burns, editor for the Dominion Customs Association, L. D. Burling and the editress of the Women's Page who wishes her personality to remain anonymous.

(In a following issue the story of "The Civilian" will be continued and brought up to the present time.)

His Majesty's Mails

POSTAL JOURNAL

Postal Clerks' Forum

The Labour Party

THE Right Honourable Arthur Henderson, M.P. addressed the recent Conference of the Postal and Telegraph Clerks' Association of Great Britain. In an eloquent speech he outlined the ideals and aims of the Labour Party, which is assuming such tremendous power in the old land. The speech is worthy of careful perusal. The report from the Postal and Telegraph Record, in part, is as follows:—

He asked the delegates to take his presence as an indication of the interest which the Labour Party through its National Executive took in their organization and their work. He took the cordiality of their welcome as an appreciation of the work in which he was engaged, and assured them of the sympathy his Executive had in the work they were endeavouring to do. They knew something of the difficulties of organization. They had realised from experience how much patience, energy, and effort were required before they could build up a great and efficient combination amongst the manual workers, but they paled into insignificance compared with the difficulties of organizing what he described as the brain workers. They were inherent in the system under which they were called upon to work. Personally, he had had unique opportunities for knowing something of their difficulties, for if they went back over the records of their organization and conferences they would probably find that the only other male member of the family to which he belonged attended their conference some thirty years ago. In those early days he learned of the difficulties which they were up against, and realised the risks which the pioneers of their work ran. These risks might have been minimized, but he very much doubted whether they had altogether disappeared. They might rest assured that they would only be removed according to the strength and efficiency of their organization. He laid special stress on the fact that their organization would never reach its proper standard of efficiency until it recognized that industrial effort must be reinforced by political action. One of the greatest failures in connection with the whole history of trade unionism had been the slowness to appreciate the potency of the vote. That applied to men. He hoped it would not be long before they were convinced that it did not apply to women. And if the manual worker made that failure, what of the brain worker? The manual worker had at last begun to realize that to seek to redress grievances by fighting industrially only meant fighting their economic battle with one arm tied to their body, and they were beginning to move in the right direction and to use all their faculties and all their powers through industrial combination and political combination. Could it be said of the brain workers that they had yet properly appreciated the value of political action? He thought the light was dawning in certain quarters, but he questioned whether all sections of the brain workers had been fully convinced yet of the futility of fighting the great battle without using the whole of the means at their disposal. Political action was more than ever essential, and they were now provided with their greatest political and democratic opportunity.

One thing the great world war had done was to produce an entirely new situation so far as the workers were concerned. The old order of society, with its distressing social extremes and its facilities for economic exploitation, had broken down. The experiences through which we had gone had changed public thought and outlook. They had produced an almost universal desire to see established an entirely new social order. There was abundant evidence already in existence that the problems of demobilisation and reconstruction were being approached by a new and an enlarged conception of common interest and mutual responsibility. Further, it was recognized that new ideas and new ideals must be translated into effect if this world had to be made safe for democracy. But they could not afford to remain satisfied with mere talk about the bad old past with its discreditable anomalies and its failures. They were encouraged by the new atmosphere, and they had hope because of the promulgation of new ideas that were influencing the public mind; but the workers had learned from bitter experience how short was the public memory, and they were afraid that all the nice things that were being said at this time of blood and tears, sorrow and death, and improverishment of the world by the colossal sacrifices of human life and the waste of valuable material, would presently be forgoten. If the spirit of true democracy were to find its whole and complete expression in far-reaching and great reforms, moral, political, social, economic, and financial, they themselves must create the powerful instruments by which these reforms were to be accomplished.

This new and more hopeful spirit was all to the good. He referred to the passing of the Franchise Bill, which added 8,000,000 new voters, of whom 6,000,000 were women, to the register. This was a great reform and a tremendous step forward. It was not so complete as it ought to be, or as it would have been if Labour had been more adequately represented. It did not require a great world war to convince Labour of the justice of the claims of women to citizen rights. They were the only properly organized party in the country which as a party had nailed to the top of the mast upon its flag full rights of citizenship without regard to sex, and so far as they were concerned they would not rest satisfied until the objectionable limitation was removed; until the right of citizenship was granted in its logical and complete form. Notwithstanding that limiation the new Act was a very far-reaching measure of reform. It had swept away many of the glaring anomalies of our electoral and registration system. They had got something like complete and universal manhood suffrage, and many of the anomalies of the registration laws by which the effects of the beneficent franchise law might be nullified had been swept away. These facilities for influencing and even for directing the machinery of government presented them with immense advantages, and placed them in a position never previously held by the workers

of this country, but it remained to be seen how far they would use properly the opportunity now presented. The situation opened up a vista of possibilities, and the opportunity was as timely as it was unique.

How could the workers make the very best use of this magnificent opening? How could they exercise the greatest influence upon the complex problems, national and international, arising out of the war? One of the first essentials was a powerful homogeneous people's political party. He meant a party made up of those whose labour, whether it be mental or manual, produced the wealth of the nation, wealth which, if equitably shared, would suffice to maintain a fair standard of life for all, and which would pay the cost of reconstructing society in harmony with principles of justice, equity and freedom. The recent developments of the Labour Party were expressly designed to supply that great political and democratic need. Hitherto their appeal had been limited. They had never in the true sense been a national party. Under the new constitution the party would be completely national. The term "worker" must be interpreted in its widest and fullest sense to cover all who depended upon their own exertions, men and women, either by hand or by brain, for the means of life. They sought to organize in one political force all citizens on the basis of their common interest in good government and in the democratic control of all the activities of society. Democracy could not be effectively organized in any narrow, exclusive, selfish class interest alone. They were convinced that the professional classes were vitally concerned with them in the programme of reconstruction they desired to carry out, and they welcomed active co-operation of all who stood for social and economic justice, those who sought the fullest measure of freedom, those who were prepared to join in the rebuilding of human society in the spirit of unity and fraternity, the brain workers, the professional, Civil Servants, teachers, doctors, ministers, and might he say even the small trader, in a great uplifting crusade to end for ever the reign of monopoly and the domination of the many by the few. Such a party, he claimed, the Labour Party under its new constitution could bring into being. Every member had a voice and vote in the counsels of the party, and would be in a position to influence great national political policy as never before. Moreover, he claimed that the Labour Party was the only party that was independent of the trafficking in honours they heard so much about. They would treat all those subsidies and their effect upon national life as they would treat secret diplomacy. But they must not alone criticise and condemn the existing system. They must take the responsibility for propounding a constructive alternative, and he was happy to say that both in the national and international they had formulated a programme of reconstruction. Their programme was embodied in the memorandum on war aims and report issued under the title of "Labour and the New Social Order." In place of the economic organization based upon the profiteering activities of private capitalists, the Labour Party set itself to build a new economic system founded upon the principle of public ownership and the control of the means of production, and the social use and enjoyment of the wealth accruing therefrom.

New Zealand.

In a letter to the Editor of the Postal Journal, the Secretary of the Postal and Telegraph Officers' Association of New Zealand, Mr. H. E. Combs, dwells strongly on the importance of members subscribing to their own journal. Railway employees, teachers, postal employees and others receiving pay from the Government have formed a Federation to deal with such problems as the cost of living, pensions, and co-operative societies.

Great Britain.

By a vote of 11,215 to 1,277 the members of the Postal and Telegraph Clerks' Association have decided to affiliate with the political Labour Party. Members on active service recorded their votes. An effort is being made to raise £3,000 as a Parliamentary Fund. The Association proposes to nominate four candidates for the next General Election, who will run under the auspices of the Labour Party.

A third war bonus has just been awarded to postal employees by a Board of Conciliation. The particulars of the award are as follows:

	Old Total Bonus	New Total Bonus	Increase
Men above 21 up to 40s. a week	14s. 0d.	19s. 0d.	5s. 0d.
Men above 21, over 40s., not exceeding 60s	13s. 0d.	19s. 0d.	6s. 0d.
Men between 18 and 21	14s. 0d.	15s. 0d.	1s. 0d.
Women over 18, up to 40s, a week	9s. 0d.	12s. 6d.	3s. 6d.
Women over 18, over 40s. up to 60s.	8s. 6d.	12s. 6d.	4s. 0d.
Men below 18	7s. 0d.	9s. 6d.	2s. 6d.
Women below 18	7s. 0d.	9s. 6d.	2s. 6d.
Men, over 60s. a week up to £250 a year	15%, with minimum of £34 a year.	Additional £15	£15 a year.
Women, ditto	10%, with minimum of £22 13s. 4d. a year.	Additional £10	£10 a year.
Men, above £250 up to £350	12%, with minimum of £37 10s. a year.	Additional £15	£15 a year.
Women, ditto	8%, with minimum of £25 a year.	Additional £10	£10 a year.
Men, above £350 up to £500	10%, with minimum of £42 a year.	Additional £15	£15 a year.
Women, ditto	6⅔%, with minimum of £28 a year.	Additional £10	£10 a year.

The war bonus dates from July 1st, last.

South Africa.

The Public Service Commission of South Africa is, at the instigation of Civil Servants, conducting a full inquiry into salary, classification, promotion, right of appeal and other matters concerning postal clerks and other Government employees. The Post Office Department has rules that six hours night duty equals seven hours day duty, and as far as possible schedule duty shall not exceed ten hours nor extend over a period of twelve hours. At larger offices attendances are to be limited to two per day; a single meal relief is to cover thirty minutes, while two reliefs are not to exceed forty minutes. Promotions are to be published in the monthly circular, while efficiency tests are to be in the work in which an officer is actualy engaged. The high cost of living is troubling our confreres throughout the Union of South Africa, and a strong effort is being made to secure a substantial war bonus.

Toronto Branch.

The Civil Servants in the West did not take kindly to the statement made by Hon. T. W. Crothers at the Calgary Labour Temple. The honourable gentleman undertook to explain to the good people of Calgary and the West, that the Postal employees were not justified in disorganizing the business of the country on such a "trifling pretext."

This trifling pretext was, 1st, salary enough to exist on; it being impossible on their present salary to keep their families.

Last session, Parliament voted a war bonus for the Civil Service. Since that time the men have constantly appealed to the Government to pay it, as the cost of living was so high, they needed this money to live. They received no satisfaction. They could not even get a statement as to how much it was going to be. Finally, the carriers grew desperate and gave the Government ten days to do something or they would walk out. As usual, this also was ignored. 2nd. The men ask for a permanent board of adjustment or arbitration board. This they claim is necessary if the Civil Servants ever get a satisfactory adjustment of their many grievances, and judging from the muddle that has been made in the past, considering the many times the men have been turned down, promises given which it was never the intention to fulfil, is it any wonder the Civil Servants place no faith in any Government pledges, and demand any agreement between them must be in black and white. The honourable gentleman does not need to be surprised at their asking for a board of adjustment, for upon enquiry he would learn it is the opinion of the Civil Servants, judging from the way the Postal Department is handled, that it would be a good thing for the country if an outside commission or board were appointed to manage all departments. We believe also, if the



JAMES AIKENS
Postal Clerks' Association
Toronto

Honourable Thomas had to live and keep a family on the salary paid Civil Servants, he would not only consider it "pretext" enough to go on strike, but we can assure the hon. gentleman, if he will try it in Toronto for one month, he would also feel quite justified in committing most any old offence.

It is our opinion the Hon. Thomas, upon his next trip west, will endeavour to side step Calgary and the Civil Service question on some "trifling pretext" or other. The West has the right idea, it is surely a permanent board of some kind the Civil Service needs.

During the G. W. V. Association Convention, held in Toronto a few weeks ago, in answer to a demand for a conciliation board for the postal employees in the West as requested by the Dominion Executive of the G. W. V. A., the Government sent a telegram to the convention, part of which we quote here:—

"One of the executive functions of Government is to carry on public service in accordance with decisions of Parliament and see that the public employees are **fairly and justly remunerated** within the limits of provision for that purpose made by Parliament, as the Government, in performance of the functions, has always **been ready to hear and endeavour to equitably adjust any claim made on behalf of any employees in Civil Service.**"

Do you get that? Sounds good, does it not? Now, if you admit that statement as correct, or give it any credence upon investigation of the facts, we must come to the conclusion that employees of the Civil Service have been content to live on starvation wages, and are quite satisfied with your conditions, otherwise why did you not present your grievances to the Government, as they were "always ready to equitably adjust any claims made" in your behalf. Now, will you please tell us what in the name of goodness is all this fuss about? Why did you go out on strike when the Government is always ready to **equitably adjust** any claims you had? Just here we might state, upon this question being put to a returned veteran who is also a Civil Service man, his reply was,—"they should spread that stuff on the experimental farm, it would do more good there."

Now, just let us see how equitably they do adjust some of these claims.

In the Civil Service Act there is a barrier which prevents third class clerks who were appointed permanent subsequent to the first day of April, 1912, from being promoted to the second class until they had passed the qualifying examination. This examination at the present time is holding a great many clerks from going above one thousand dollars. Some have been held there for two years and over. A great many of them are married men who are unable to go to the expense of taking a six or twelve months course of study, which they would require to enable them to pass this examination. The examination in question is entirely foreign to their line of work. If they pass this examination they are no more qualified to do their work than they are at the present time. What is this examination for? They will tell you it is to keep up the standard. Standard of what? Effi-

ciency? Certainly not, because it has nothing whatever to do with Civil Service or Post Office work. Men that have never taken it and without a great deal of study, could not pass this examination, are far more efficient in their work than nine-tenths of the men that have passed it. The examination does not qualify a man for the work in any way, shape or form. Plainly speaking, it is merely a hold up. Just another one of the many jokers, in that wonderful Act commonly known as the Civil Service Act. The men have petitioned and appealed to the Government for several years to have this barrier removed. During the last session, a new Civil Service Bill, or an Act cited as The Civil Service Act, 1918, was passed. Section 53 of this Act repeals Chapter 14 of the Statutes of 1912. This chapter placed the barrier on the third class clerks, but, and there always is a "but," or as the boys put it, look for the joker, it is there if you can only find it.

Section 52 reads,—"Until a schedule is so approved with respect to any portion of the outside service, the **existing law prescribing the remuneration** and salaries of such portion of the outside service or under which the remuneration is fixed, **shall continue in force."** Do you get it?

Clause 53 removes the barrier. Clause 52 replaces it temporarily, or until such time as the new schedule of salaries being prepared by the Civil Service Commission is approved. As we understand it, the C.S.C. have called in three experts (experts on what?)—to assist them in re-classifying the service, which will probably be completed by the end of the present year. In the meantime, you third class fellows stick just where you have always stuck. But don't forget, the Government, in performance of the functions, is always **ready** to hear and **endeavour** to **equitably adjust** any claim or grievance, you may have. "Some adjustment, eh?" If your child were dangerously ill, and your doctor told you he would call in some one to help or consult with him, and he went out and brought in an expert machinist, or an expert lawyer, what would you think? What would you call him? Well, don't say it; don't say it. Now, if the Government honestly desired to re-organize the Civil Service, what would be, in your opinion, the proper method or business way of going about it? What would you suggest? Appoint three **practical experienced** Civil Service employees, would you not? Most assuredly you would, and so would any other man claiming ordinary intelligence, or an ounce of good horse sense. If they would do that the Service could have been re-organized and placed in good working order inside of a couple of months without any additional expense to the Government for experts. Whereas, after the present reorganization is completed, the probabilities are it will be about as satisfactory to the men as the present working conditions.

This is only one of the many grievances. There are a great many others, and will continue to be, until you men get together and present your claims in a proper business way. The Civil Servants have themselves to blame for a great deal of the trouble. The policy of the Civil Service has been every man for himself, and that is one of the very bad features. Each department acted independently. There has been no unity or united action among the men, and your claims were not always in the best interests of the Service. A few years ago the management of nearly all the great railways were greatly opposed to organization or unions among the men. Notwithstanding that fact, the men persisted in their efforts to perfect their organizations. To-day the management of these same roads realize organization has raised the standard of efficiency among the men to a point never before reached. Organization teaches the men they must give their employer the very best service that is in them. They are educated along these lines. The interests of their employer is also theirs. If they expect the best, they must give it, and their organization is continually holding this before them. They must live up to their part of the contract and give the very best service. Now, the men in the Civil Service should organize along these lines, get together and take an interest in their organization. At the present time you go to a meeting once a year, elect officers, and for the balance of the year, the majority of you stand around and holler, "What is the organization doing"? and kick about the dues. Now, it is about time the different branches of the Service got together—Carriers, Railway Mail Clerks, and Postal Clerks—and form a federation of your own. The executive of each branch should get together and hold their own congress each year, elect a governing body that could be known as the federal, or joint executive; giving this body the power to act for the whole organization and let it represent the three branches of the service. Consolidate all claims and put them in a business way, so that the Government will realize they are dealing with an intelligent body of men and you will not have a repetition of the muddle and bungling that we have just been through. We can surely learn a good lesson from that. There must be one real governing body over all. Divided action will get you nothing, and until you Civil Servants realize this you will continue to receive the same consideration from the Government you have been receiving in the past. Now, get together, take some interest in your organization, realize that it means a great deal to you, and see that it represents you. Ascertain if the man working beside you is a member and, if not, find out why not. Explain the idea fully to him and remember **no card, no favours.**

——CSFC——

Since writing the above the decision of the Government has been received awarding the men another war bonus, or provisional allowance, of one hundred dollars to the men east of the Great Lakes, and fifty dollars to the men in the West. This is causing a great deal of dissatisfaction. There is no objection to the Government raising the West another fifty dollars. At that, they are not getting any too much, but we do insist they pay the men in the East the same, and we are going to insist on it until they get it. There is no good reason for making any difference and no excuse for it. They must adjust this on an equal basis. It just goes to prove our contention, you men must get together—Carriers, Railway Mail Clerks and Postal Clerks. There is no other successful solution to it, and why should you not? What is keeping the three branches apart? We believe the greatest objection is more in the minds of the officers of the different branches than it is among the men. The men in Toronto would vote for Union to-morrow. Now, get together and insist on your officers getting in touch with the Carriers and Railway Mail Clerks with the object of forming a joint executive that should be composed of members of the three branches. Do not take "No" for an answer, or any argument against it. Just tell them this,—we have acted independently for over twenty years and landed nowhere. Now let us

try united action for a change. This committee could petition the Government for another conference with the same sub-committee of the Cabinet they appeared before August 6th. The conference should be held some time just previous to the next session of Parliament, and in that way this sub-committee would be in a position to place the demands of the Civil Servants before Parliament during the session.

BROTHER BOB.

——CSFC——

Kingston Branch.

The Kingston Branch of the Postal Clerks' Association has been in existence for about two years. We have been members of the Federation for about nine years, and when the Western Postal Clerks became the Dominion Postal Clerks we fell into line immediately. A number of years ago a Mr. Allen, a postal clerk of Ottawa, who is now, we think, located at Vancouver, and to whom we think the Clerks' Association owes its beginning, used to visit us and other offices and talk over the necessity of getting organized. He worked hard along these lines and gave up many a vacation to the work. We believe his efforts have never been properly recognized. He started matters, although the West with their energy are largely responsible for having made the organization what it is. With the Civil Service Reform Bill law, with politics largely removed, with responsible heads paying attention to our requests, we have become a power and have attained a measure of progress almost unbelievable a few years ago. The Service now, with a person's ability to rise from the lowest to the highest rungs of the ladder, offers to a young person a career, and we trust with a salary commensurate to his or her ability.

The Kingston Branch has eighteen members—practically every clerk in the office belongs, and some of the District Inspector's staff have also joined. Mr. William T. Harkness, a clerk of over 18 years' experience, is the President of the Branch for 1918, and Mr. James Kane is the energetic secretary-treasurer. Our meetings are well attended, discussion is harmonious, and we are looking towards some measures of reform in the routine of office work. It is a mistake to think, as some outsiders do, that we are organized merely to force larger salaries from the Government. Better conditions are of course urged, but suggestions towards the improvement of the service to the public, better methods of performing the daily task, are of equal importance and are always discussed at the annual conventions.

Some one suggests that our title should read "Canadian Postal Clerks' Association," instead of "Dominion Postal Clerks' Association." With fraternal relations with the United States Clerks established we may some day become international in character. In the improvement of our condition it is very important that proper credit be given to *The Civilian* the organ of the Canadian Civil Service. It has fought valiantly for reforms, it has opened its columns to every member, it has allotted a good share of its valuable space to the "Posties", and its editors, being on the ground, have been alert to every thing that concerns the welfare of the members. We hope that its usefulness will be extended so that it will become invaluable to every member of the Service. If a suggestion can be offered—we would like to see more sketches of prominent Civil Servants, or departmental heads, or some stories from railway mail clerks who reach out into the West or the Northland.

——CSFC——

Sydney Branch.

The following names are the charter members and officers of the Sydney, N.S., Branch of the Postal Clerks' Association.

President, Donald Mackeen; vice-president, Miss J. B. Macdonald; sec.-treasurer, M. Macdonald.

Members.—Irene Macleod, Mary Macgillvray, Margaret Maclean, Eva Macdonald, Christine Macdonald, D. Ross Macdonald, Alan F. Bell, Cyril Russel, L. H. Mackinnon, Hugh Macdonald, Dan A. Macdonald. The last three mentioned names are at present on Active Service.

We, as a branch of the Postal Clerks' Association, are deeply grieved that in order to secure for the Civil Servants the necessary requirements of life, which is a decent living wage, it was a necessity to strike. Had those responsible for the existing conditions met the demands made in a fair and square way, there would not have been a strike. We, as a branch, do not believe in them and especially at this time, for by so doing the striker is working in co-operation with the Hun, and rapidly placing himself in the clutches of the enemy. Would it not be disastrous for this great Empire if the result of the present magnificent drive was in the Hun's favour, instead of the Allied Armies taking every thing before them on their way to Berlin.

——CSFC——

Hamilton Branch.

The Hamilton Branch of the Postal Clerks' Association is in a very prosperous condition in every way. The membership consists of 95 per cent of the clerks employed, both permanent and temporary.

Since our branch was organized over a year and a half ago, meetings have been held regularly on the second Saturday evening of each month, great interest being taken by the members in discussing matters affecting working conditions and our great need of salary increase to keep pace with the ever upward trend of the cost of living.

Our branch sent Mr. Chas. Blake as delegate to attend the Convention of the Civil Service Federation, held in the city of Ottawa last November.

They also sent Robert M. Guy, Sr. and Jos. Keenan as representatives to the Postal Clerks' Convention held in the city of Toronto last July, and again were represented by Messrs. Jas. Keenan and J. O. McCullough before the sub-committee from the Cabinet which met recently in the city of Ottawa.

We, as a branch, are very desirous of co-operation with all other branches of the Postal Clerks' Association throughout the Dominion in an effort to improve the conditions of the postal clerks generally, which means a more efficient service to the Department which naturally comes from a contented body of Civil Servants.

During the winter months our meetings were made more interesting by our entertainment committee arranging games and light refreshments and many of our members contributing songs and instrumental selections, which were enjoyed by all and greatly helped to promote sociability.

The officers for the present year are as follows: Robert M. Guy, president; Robert Wooley, vice-president; M. J. Way, secretary; Ernest A. Battram, treasurer.

Ottawa Branch.

At a meeting of this branch held on Friday, August 23rd, an event of unusual interest took place—an incident which will be appreciated by all the branches of the D.P.C.A., and wherever else "Billy" Cantwell is known. After the ordinary business of the branch had been disposed of, Mr. F. Grierson, president of the C. S. Federation, and an honorary member of the branch, took the floor and after a brief introduction read the following address:—

Ottawa, Ontario,

August 23rd, 1918.

To Mr. W. J. P. Cantwell,

President of the Ottawa Branch of the Dominion Postal Clerks' Association.

We, the members of the Ottawa Branch of the Dominion Postal Clerks' Association, have during our long association with you observed your record in the Association. We have become aware of the many sacrifices you have gladly made of your personal wishes and desires in order that the whole body of your associates in the Association might be served. We realize that you have afforded us an example of *esprit de corps* and class consciousness from which we may all profit. The leadership you have given us, and also the influence you have wielded in the Civil Service Federation, have given us cause for gratification in the fact that you are our President. We know that during the past six months especially you have subjected yourself to early morning vigils, irregular hours and many anxieties and irritations on our behalf, and we know that your executive ability and calm and deliberate judgment in Civil Service affairs have materially contributed to the success attained by service organization.

A unanimous and enthusiastic opinion has been developed among our members in favour of expressing our appreciation of your efforts on our behalf, and we are, therefore, offering you to-night, not only these few feeble words but the accompanying club bag and steamer rug, simply as a means of unburdening our feelings towards you in this humble and inadequate manner.

Signed by

All the Members of the Ottawa Branch of the Dominion Postal Clerks' Association.

Mr. Cantwell, who has always been found ready-witted when acting as a delegate before Cabinet Ministers, was completely non-plussed by the surprise but nevertheless made a very appropriate reply, after which congratulations were in order. The club bag and steamer rug were of the very best material to be obtained. The incident was a very pleasant one on all sides.

——CSFC——

THE STRIKE

The outstanding features of the postal strike were the solid front exhibited by all the strikers, the unanimity of public opinion in favour of the striking employees expressed through the press, City Councils, Trades and Labour Councils, Boards of Trade, Public meetings, and elsewhere. No body of men could have stood together so firmly had their cause been weak. Public opinion would not have allied itself so strongly behind the strikers had there not been ample justification for the drastic action. True, the strike was somewhat hurriedly precipitated, but that did not affect the cause. The delay in distributing the war bonus and the uncertainty of its amount and to whom it applied drove the temporary employees to desperation. The bluff and humiliation the permanent employees have suffered at the hands of the Deputy Postmaster General and other high salaried servants of the Public within the Department, in addition to the unsatisfactory information regarding the war bonus, led them to break bounds. The central headquarters of the strike were at Winnipeg and there the strike committee were on duty from early morning till the small hours of the day following. The strain of the work was borne with that fortitude that characterises a just cause. Public meetings held were marked by large attendances and attentive hearing of the speakers' denunciation of the unbusiness like methods of the Post Office Department. In Winnipeg, seven thousand citizens voted their approval of the strikers' stand. When the action of Post Office Superintendent Ross in ordering the General Delivery Wicket at a certain Western Post Office to be opened on Monday morning **one hour before the janitor opened the door** was recited, the audience laughed ironically. Strike committees throughout the West were liberally supplied with funds. In Winnipeg, in addition to private contributions, tickets were sold for a football match (two leading teams gave their services) and within a week over four thousand were disposed of at twenty-five cents each. In other centres parades were held, and as the strike continued, messages from strike committees received at the central headquarters became more enthusiastic; encouraging replies were sent. The strike was the effect of a deep-rooted cause. The disgraceful treatment accorded the Postal Clerks' Association by the Department was the cause. As long ago as January, 1917, the Deputy Postmaster General made definite promises for improved working conditions—which would have meant improved public service—to a delegation elected at the Regina Convention the previous July. Dr. Coulter made no effort to fulfil the promises, though often reminded of them, and he had the effrontery to inform the Winnipeg Convention in July, 1917, in answer to the usual reminder, that the whole matter was largely one of Departmental policy. It is difficult to understand what kind of a policy that is unless it be one of procastination. It is more difficult to realise the lack of moral principle which marks the character of a man functioning as the director of such a gigantic institution as the Post Office Department. But the Association is not the only sufferer, it seems, from the vagaries, of the Deputy Postmaster General. A Cabinet Minister is still smarting from treatment received at the hands of Dr. Coulter. Wherein lies the remedy? We are reminded of the recent strike of the Metropolitan Police of London. The head of that body was found to have been largely responsible for the trouble because of his callous indifference to the men's desire for improved conditions of employment and better rates of pay. Premier Lloyd George—a man with ability and courage—promptly forced that head to resign. To us there appears but one way to deal with a damaging effect, and that is to remove the cause. The condition of basements in certain post offices, where men are compelled to work, are comparable only to the "black hole of Calcutta." Time and time again have efforts been made to persuade the Department to abolish work in basements. Post Office Superintendent George Ross has been aware of the unhealthy conditions of these places, but nothing has been done to remedy the evil. Men are

still working in basements where the sewers overflow, and Mr. Ross trips off to England for his liver's sake with a substantial increase in his salary (dated from January last) tucked in his military belt. Need surprise be expressed at postal employees taking a firm grip of the economic power possessed by all organized workers—the strike. The public has demanded, and is demanding through different channels that justice be done to all postal employees. The strike almost caused the downfall of the Government. What will the Government do to those who caused the strike?

STRIKELETS

Nearly all the Western branches were represented on the central strike committee at Winnipeg. Such experienced men in postal affairs as Messrs. Venables, Foster and Gardner were on deck.

The business men of the West not only supported the strikers by word of mouth, they contributed liberally to strike funds, and told the solicitors to call again if need be.

——CSFC——

L. Pickup (postal clerks) and F. Rogers (letter carriers) addressed the new Policemen's Union of Winnipeg. They were accorded a hearty reception, and the members fully appreciated the statement: "The onus for the breach of discipline on the part of the strikers rests with the Government and its Post Office Officials."

——CSFC——

LEWIS W. HOWARD.

Lewis W. Howard was a public servant who brought honour to his calling. His thorough business training made him an exceptionally valuable employee of the Post Office Department, where work of special importance was in his charge. But his work did not absorb his public spirit. He was a lover of music, and Ottawa has owed the visits of many famous artists to his enterprise. He was a tireless worker for a music hall, whose lack is one of the reproaches upon the capital of Canada. Still more, however, will he be remembered for his deeds of kindness to the "down and out." None knew of these but the recipients, and the few to whom he had to apply for practical assistance in what came to be one of the chief interests of his life; but it is certain that the money of many a millionaire has done less to raise the unfortunate than the human sympathy of Lewis Howard. His kindly manner, his quiet and unassuming but ceaselessly active life, endeared him to more than the usual number of friends, who held him in more than usual affection. It is their comfort that he passed away with little pain, after only a few hours illness, his mental eye undimmned and his natural force not abated. *Requiescat in pace*, "for he was a good man and did good things."

Ottawa, Aug. 22, 1918

Correspondence

A CHALLENGE

Editors, *Civilian*.

IN the interests of the Civil Service Association of Ottawa, I am asking you to be kind enough to publish this letter.

There had been a growing feeling that the Executive of the Association are not obtaining the full power and prestige of the membership in their efforts to help the Service.

To my mind there is a reason for this failure. It is not in the ability or hard and faithful work of the Executive; but in a reactionary constitution which does not provide for a direct voice and participation by the individual members of the Association in its affairs.

The constitution at present does not provide for even one general meeting of the members from one end of the year till the other, except at the discretion of the Executive. Now, I challenge the Executive to give a list of the number of general meetings of members they have called in the last five years, if any. I also challenge them to take a vote of the members of the Association, asking if they are in favour or not of revising the constitution so as to provide for one or more general meetings of the Association at which the members would have the power to approve or disapprove of the policies of the Executive and also to help to frame them.

If the Executive are sincere I think they will take up this subject, for they must know that participation in their affairs by the general membership will create more interest and power to the Association's work and will be of great benefit on the vital questions to be settled this coming year.

S. CHANDLER.

PROMOTION BY MERIT

Editors, *Civilian*.

AS the *Civilian* is in close touch with Civil Service matters at Ottawa, perhaps it will set at rest a story that is now going the rounds. It is alleged that in the department having the largest number of permanent clerks two ladies were recommended by their chief for promotion, but did not get it as the deputy head held that preference should be given to those having dependents. He therefore promoted over their heads two other ladies, who claimed to have dependents.

On referring to the Civil Service Act, I find that section 16 expressly states that promotion shall be made according to merit by the Commission on the recommendation of the deputy head. Merit is therefore the sole consideration in determining promotions and to even discuss anything else would be wholly irrelevant. It cannot be believed that a deputy head would flout both law and common sense as alleged. But a tale of this kind despite its inherent improbalities is too readily believed by many people and has a depressing effect upon the morale of the Service. To receive from so reliable and authoritative a source as the *Civilian* an assurance that the story is only an old wife's tale would effectually dispose of the matter. It might be well if the *Civilian* could spare a column to the ventilation of such subjects.

EVERSLEY.

Ottawa, Ont.,

23rd August, 1918.

A CIVIL SERVICE GARDEN CITY

The public credit should be used to provide workers with shelter

AT THIS writing (30th August, 1918) a considerable proportion of the people of Ottawa are engaged in a mad scramble for housing accommodation. Many leases run from 1st October, and to find a place for the winter is the one insistent, and in some cases apparently insoluble, problem for the head of the family.

The immediate reasons for this situation are that, on the one hand, the city's population is increasing and, on the other, housebuilding has stopped; there are not new houses enough going up to make good wear and tear, to say nothing of providing accommodation for newcomers.

In this, of course, Ottawa is like other places. So keenly is the situation felt, and so hopeless seems the outlook if we depend wholly upon private enterprise to supply houses, that the Ontario Government has not only promised to have legislative authority given to municipalities to use their public money to build dwellings, but has actually offered to add four hundred per cent to any money thus used and to ask only five per cent interest as against six or more that it must pay the people from whom it borrows.

These things are merely the necessary outcome of the times in which we live, and no special sympathy is due any one place or any one class because of them.

But, besides these general influences which affect all places alike, forces are at work which cause Ottawa to be specially congested and to cause that congestion to work to the peculiar disadvantage of one class. To put it bluntly, the members of the Civil Service in Ottawa are the victims of present conditions in such a degree that in fairness relief ought to be afforded. The situation can be explained in very few words.

It was well understood at the beginning of the war that the public money was to be devoted primarily to winning the war and that increases in the pay of Civil Servants, which had been agitated for and the need of which had been practically admitted, should not be made. And, as a matter of fact, they have not been made. True, some individuals have been given increases, very much to the satisfaction not only of themselves, but of everybody. Even some slight improvements have been made in the case of considerable classes in the Service. But, in a general way, Salaries to-day are what they were before the war began. It may be said that increases are in immediate prospect through re-organization under the new Civil Service Act. But it is not the object, nor will it be the effect, of the new law to increase salaries. It is hoped that it will equalize rewards and so will remedy cases of marked inequality and crying injustice. This will mean increases for some people, but only because those people are now shamefully underpaid, even as compared with their fellow-members of the Civil Service.

On the other hand, the Civil Servant in Ottawa is subject to very special competition in the house-leasing market. It is a necessary accompaniment of war that the Government should establish many new branches of the Public Service to care for the new activities in which the Dominion is compelled to engage. These branches are necessarily manned in a hurry and most of them are centered in Ottawa. Thus many new people become residents of Ottawa whose habits and style of living are about those of the ordinary Civil Servant. But these people are engaged by the Government in competition with the outside employers with whom they have been working, and at salaries based, not upon Civil Service conditions, but upon business conditions, and in business, as is well known, salaries have been rapidly increasing. The result is that a great many people are brought to Ottawa to demand about the kind of housing that Civil Servants are accustomed to use, and are given the money to make the last bid.

This is not said by way of complaint, much less by way of finding fault, either with the new Public Servants or with those charged with the responsibilities of government. Nobody has done anything but what was necessary, even inevitable, in present conditions. But the fact remains that the Civil Servant, with fixed salary and with a strictly limited choice of houses, finds that either he must accept housing much inferior to that to which he is accustomed or he must skimp in other necessaries in order to house his family properly. This is clearly an injustice calling for particular attention.

There is a special reason of public interest why this injustice should be removed, and that is that it interferes with the efficiency of the Service. This goes without saying. The man who is worried because his rent is higher than his salary will yield, or because his family are badly housed, cannot be an efficient worker. So well has this fact been recognized that great employers of labour everywhere choose the location of their plants with a view to the housing of their workers. In the immense new developments of industry in the United States, due to the war, whether those developments be in shipbuilding, munitions making, mining or anything else, the primary problem has been to house the people. And this not because of sympathy merely, but because efficiency is unattainable otherwise.

I quite concede that it is no part of the Civil Servant's business to worry about the efficiency of the Service generally. It is his business to do his own work to the best of his ability and in loyal co-operation with his fellow-workers. Therefore, I, a Civil Servant, writing in a Civil Service periodical, am not bound to prove that the remedying of a grievance will promote the public good, nor do I expect thereby to make my plea for justice any stronger with reasonable men. But I realize that there are many so-called "practical" people who first consider how a thing will pay, even when justice is in question, and I wish, if possible, to win their support, on their own special grounds, for the plan I have to offer.

To right the wrong under which Civil Servants now suffer by reason of the peculiar disability under which they are placed, there is, I believe, only one thing to be done—that which has already been indicated, that which has been done by big employers everywhere. The Government, our employer, ought to provide us with dwellings suitable for us at prices within our means.

This being a new project, and proposed now for the first time, so far as I know, in deliberate fashion, it will naturally be wholly ignored or strongly objected to. As to the first, I am confident that the pressure of

conditions will compel action by the Government in some form at some time. And as to the objections, there is only one that is not completely answered by the one broad fact that this problem, which has presented itself to every great employer of labour, has never been solved except in this way. I am told that the United States Steel Corporation makes it part of its development policy to locate new plants only in places where the housing accommodation of the workers can be assured. This is borne out in a publication just issued by the United States Department of Labour, of a description of Morgan Park, the new suburb of Duluth, Minn., — "an iron and steel town owned and operated by a subsidiary company of the United States Steel Corporation." The one objection referred to as not being answered by the experience of great employers everywhere is that the Dominion Government does not stand to its employees in Ottawa in the same relation as does a great industrial corporation to its workers. Against that objection, should it be raised, I can fairly place the one simple fact that the employees of the governmet in Ottawa number not less than 6,000, practically none of them paid over $6,000 a year and none less than $500. A housing grievance affecting, actually or potentially, so many people whose salaries all come from he same treasury seems to me to make a problem the same in nature as that faced by any other great concern with many employees centered at one point.

And that reminds me to say that, while I present this as an Ottawa problem where conditions fairly call for immediate consideration, yet it is not necessarily confined to Ottawa. The same considerations that cause a big business corporation to build up a small suburb or garden city about their chief plant, cause them also to build other similar garden cities wherever they carry on extensive operations and employ many people. Should the proposed new Civil Service city at headuqarters prove a success, the logic of experience and of facts would naturally make inevitable a similar development at Montreal, at Toronto, at Winnipeg and wherever else many employees of the Dominion Government are centered.

Of course there will be the objection that this thing is a dream—that it is impossible of realization. But we have grown so accustomed to that sort of talk, and to seeing it turned to foolishness by the realities brought to pass day by day, that we pay little or no attention to it. Certainly this thing is impossible—everything is impossible until it is actually done.

Naturally, I shall be asked to come down to facts and to give my scheme. There is an objection to doing that, because at once the discussion, should any be aroused, tends to focus around some detail which does not matter one way or the other, which can be completely changed or utterly forgotten without making any difference in the main consideration. But, on the other hand, a project which is merely a declaration of a principle is too gauzy for discussion, and so, if the matter is to be considered at all, something in the way of "plans and specifications" must be submitted.

For my part, I have the scheme all worked out, even to the gilding of the globe on the flagstaff of the new town hall. Yet, if in the discussion the whole thing were changed, even to the extent of having a silver ball on the flagstaff, or doing away with the ball altogether, I should be just as enthusiastic in favour of the new plan as I am now in favour of my own. I take the position of the man in Benjamin Franklin's well known illustration. This man was a hatter, and discussed with his friends the putting up of a sign over his place of business. He proposed a big image of a hat with a certain inscription. One friend suggested the cutting out of one word and each other friend suggested the cutting out of some other word, until at last the whole inscription was deleted and only the big hat was left to make known to passers by the fact that a hat maker was there and looking for trade.

My proposal is that the Dominion Government should afford to its Ottawa employees the credit necessary to build a garden suburb within reach of their work and with proper means of communication, and that also it should show its goodwill in the working out of details by allowing experts in its employ to take part in planning and building the new town. Of course, all credit and services should be paid for ultimately by the rents charged for houses, or, if houses are sold, by the amortization payments.

It goes without saying that the new suburb should be built according to modern ideas of town planning, with room allowed for the expansion which is certain to be necessary as the Civil Service increases in numbers. We are fortunate in having now in the service of the government one of the ablest and most prominent professors of the town-planning art, Mr. Thomas Adams, of the Commission of Conservation. Besides, there are surveyors, architects, engineers of every kind, artists, financiers, accountants, organizers, propagandists and all the other classes of people whose work can be utilized in bringing the new town into existence and promoting its success.

The land built on should be owned by the Government, and a fair rental value should be charged for it regardless of the cost of improvements on any lot or in the town as a whole. The object should be, not to get back merely the money put in, but to take the whole rental value of the land from whatever cause arising. That is to say, the value of land in the new town should not be allowed to fall into private hands, not even the hands of the town itself nor of any of its organizations or people. That value should be recognized as belonging to the owner of the land, the Dominion Government. The town taxes, the rate contribution to be levied upon or taken from the land value by the town corporation, both its amount and its method, would be a matter for estimate and arrangement. Under proper management there would be an overplus of value, and that overplus hould go to the landowner. The reasons for this are too involved for discussion here, but they arise out of the broad fact that this is a plan for the housing of those who work for the Government, and for nothing else.

There should be nothing coercive, and nothing unduly or unfairly attractive about the scheme Only those should be led to dwell in the new town who properly ought to do so. Those who prefer the city should be just as free to remain as others should be free to move to the new town. A preliminary organization should be formed of those who, as a prima facie matter, think they would prefer to dwell in the new town. Until plans are finally fixed and agreed upon, everybody who wishes to do so should, be free to draw out. Each person's wishes should be consulted in the planning of the house intended

for him, and he should be allowed absolute choice, subject only to the requirements of the town plan as a whole. But, when a settler accepts the place and plan of his house, he should put his name to it, and that should hold him rigidly—he should pay for the house planned for him or find somebody who will, his salary and position being held meantime as mortgaged to the scheme.

There should be an organization of the new town on a basis that will allow much freer community life than is possible under any municipal laws now in force. There are various ways to accomplish this, but my plan would be to make the town in citizenship and organization at once a municipality, a joint stock company and a co-operative society. The mayor's signature would then be the signature also of the other organizations, and the laws enacted by the town council would also be laws governing shareholders and cooperators. The co-operative bank could thus carry on its work without its authority being questioned from without or from within, and in the same way all the activities of the people as a body would be regular and would be undertaken on behalf of all.

To say that the site of the new town ought to be owned by the Dominion Government does not confine the choice of location to places already in the government's possession. It would be easy for the government to buy land or to expropriate if necessary. But, with the large areas about Ottawa already in Government hands, it ought not to be necessary to acquire new land. My own opinion is that the new town should be located on the Rideau river within the bounds of the Experimental Farm. A short diversion or extension of the street car line would give easy and rapid communication with the city; the location, I believe, is a healthy one, and picturesque, and the soil is easily worked, so that underground operations, such as sewer digging and cellar making, would be relatively inexpensive. To interfere with an Experimental Farm or any other established institution is a parlous undertaking, I know. But the Farm will be in the centre of Ottawa before many years are over, unless it is wholly or partly moved out to what a Toronto joker calls the "rhuburbs." Let an Experimental Town be planted there, and let us grow efficient civil servants, and as a very important side line let us grow children and homes.

I should like to emphasize the point that what is sought in this case is not a bonus of public money, even though this is fairly a public project. What is sought is simply the help of the Dominion's credit and organization. Not a sod need be turned until a sufficient number of people in the public service have pledged themselves to pay all the expense, not only of private housing but of roads and all other public improvements. This is not a basis for bank credit but it ought to be a good enough basis for the Government which employs these people and controls their salaries. But, besides the security thus afforded, there is to be considered the fact that population means land value greatly in excess of the cost of public improvements needed to accommodate that population. That is to say: If some speculator could make a garden city and people it with, say, a thousand Civil Servants, he would have ground rents to pay for more than bank interest on all expenditure necessary for streets, sewers and other works. This is one great point made by Mr. Adams in an article on "Community Development in War Time" published in a recent issue of Landscape Architecture. He takes the case of Letchworth, the famous garden city of England, and shows that, though begun under peculiar difficulties and carried out with the grave handicap of insufficient capital, yet the land values, together with the public services, such as gas and water works, roads, sewers etc., already represent a substantial profit. A more striking instance and one nearer the mark because carried out, as the new Civil Service town would be, with ample capital, is that of Gary, Indiana. In ten years there was an expenditure there on public improvements of $5,225,000 and an increase in land values of $27,000,000. Mr. Adams quotes Dr. Murray Haig and other investigators as estimating that "a fair estimate of the increment of land-value produced by community development, after deducting the value which is attributed to all expenditures for local improvements, etc., is from $400 to $450 per capita."

This project has been presented as one for the benefit of Ottawa civil servants. But it would be for the benefit of Ottawa people generally, and exactly in line with Sir William Hearst's plan to promote housing building. The congestion which now exists is a disadvantage to everybody, and the only ones who gain any counter-vailing advantage are the few who have houses to rent. To take some hundreds of people out of the city would be to ease the situation for all. And, above all, the new gospel of community development on community lines, for the ordered benefit of all and not at mere haphazard, should be exemplified in Canada and in Canada's capital city, and in no way can a beginning be made so easily, so justly and with such certainty of success as in providing houses for the employees of the Dominion Government itself.

A. C. CAMPBELL

——CSFC——

THE CHINK

(A Prose Poem by Mark G. McElhinney.)

'Tis said that Law and Justice are two mighty different things, e'en in this land of Freedom where the British Ensign swings, and now right in this city nearly everbody thinks that what is right for you and me is wicked for the Chinks. We have our little game of bridge and smoke our big cigars, and lose a chunk from off our wad and lean against the bars; we drink and gamble, smoke and swear, and deem these venial sins, and go to church that in the end we save our precious skins. The Chink, he seldom drinks or swears and always pays his debts, but now and then he hits the pipe, and sometimes even bets on little games that we would scorn as waste of Christian time, for we want something hot and fast to reach our taste sublime. If we but catch the quiet Chink with fantan and with pipe, we promptly hustle him to quod and quick his layout swipe. We send him down for thirty days and half a hundred squirts of iron men he got from us for washing of our shirts, while over town behind stone fronts, the game is always on from when the lights are lit at night until the chilly dawn. We white men are so good and strong our morals can't be hurt, so pure that we are not defiled by rolling in the dirt, but oh, the Chink, his tender soul we must look after well; the little sins that won't hurt us might send him down to hell. He ought to thank us in his heart for our solicitude. He ought to kick, but he's a brick and braves us to be crude. Some day he'll get us where we're raw and then we'll call him rude

NEW ORGANIZATIONS

The organization spirit is in the air, as is evidenced by the fact of two newly formed bodies in Ottawa, both affiliated with the Civil Service Federation of Canada. One is the Stationery Clerks Branch (P.P. & S.) with the following officers:—

President, Alfred St. Laurent; vice-president, H. Westwick; Secretary, Omer Vézina; Treasurer, A. Sawyer.

The other new association is the Railway Commission Civil Service Association, whose officers are:—

President, H. C. Johnson; Vice-President, T. J. Britton; Secretary-Treasurer, L. L. Brethour.

A third body recently formed in Ottawa is the Public Works Civil Service Association, with officers as follows:—President, D. A. Hickman; Vice-President, J. A. Séguin; Secretary, Fred. Jacques; Treasurer, W J. Jenkins.

RETURNING HEROES.

(By Duncan W. Johnson.)

Proud in the strength of manhood's power,
Eager to do their bit,
They did not shirk in flower-strewed bower,
Supine they did not sit;
They heard the Call from o'er the sea,
"Come, lads, we need your aid!"—
They heard the call—they made no plea
To stay with wife or maid.

Fled is the strength of yesteryear,
To home they come again—
They did their bit with British cheer,
Our brave Canadian men;
On pain-wracked bed they toss this hour—
Their pain for us they bear,
Fled is their strength, a young man's dower,
His joy, his jewel so rare.

Like Knights of old they come again,
All battle-scarred and worn,
They've proved themselves right truly men,
Our brave Canadian-born.
Their duty done, ours but begun,
We must stand by their side,
They manned the guns, they faced the Hun,
They must be now our Pride!

Proud is the manhood of our Land,
Regal our womankind,
They must give now the welcome hand
To broken men and blind.
They've done their bit, they faced the foe
While we stayed safe behind;
Our gratitude we now must show
To prove we were not blind.

So welcome home from o'er the sea
These lads from this our land,
They fought the fight to keep us free,
Extend the welcome hand.
There's naught too good for the maimed boys
Who come back to our shores,
God grant they now will know the joys
A grateful land outpours!

—(*From "Two Years of War," the special issue of The Civilian.*)

Yours Truly.

Sir Evan Jones tells me that when he was in a Whitehall office he heard one typist say to another, "Isn't it awful the way we have to work these days?" "Rather," was the reply. "I typed so many letters yesterday that last night I finished my prayers with 'Yours truly'."—Daily Sketch).

——CSFC——

Affiliating with Labour.

By 11,215 votes to 1,277 the Postal and Telegraph Clerks' Association of Great Britain has decided to affiliate with the Labour Party. The members voting included those serving with the Forces.

Civil Service Commission

(*Continued from page 242*)

office—the best man being in many cases a woman, of course—the trick is done. This is quite natural, for Mr. Average Man is thinking only of himself and the service that is to be rendered to him. If he receives his letters promptly, gets his goods through the customs in good shape, finds his food properly inspected and everything else done to his liking, it will take some hammering to awake him to the fact that there is another party to be considered—the Civil Servant who has been appointed as the best man for the job and who is hard at work making good. But it is good to know that Mr. Average Man is becoming dimly conscious of the fact that through the Government he is the biggest employer of labour in the country, and that he cannot expect to have his work done exactly to his liking unless, like other employers, he pays some attention to his help.

Here comes in the third big branch of the Civil Service Commission, the Organization branch. This is the one that is of most interest to readers of *The Civilian*. After all, Mr. Average Man in the ranks of Service, is a good deal like his brother and namesake outside. It is to this branch of the Commission that the civil servant must look for relief—so far as the law will afford it—from present crying injustices and for the maintenance of the simple but glorious twelfth commandment—which is really the summary of all—the commandment of the Square Deal. An account has already been given in these columns of the work now going on to prepare for the re-organization provided for under the new Civil Service Act. The cards which are to give the facts about all the people in the Service are now in course of filling in. A number of departments have already received theirs, and other departments are rapidly being served.

Hitherto, a great difficulty with the Civil Service has been that there was no finality or continuity of authority. The chief of the branch depended on the deputy minister, the deputy minister depended on the Minister, the Minister on Council, and Council on some mysterious and nameless power which it was held to be sacreligious for a civil servant even to think about. And even should a Minister be found who had power and willingness to help, he nearly always went out of office at the moment when the hopes of his action were highest. But it would seem that now a power has been established which cannot, and apparently does not wish to, evade responsibility either by dispersion, evasion, or in any other way. With reoganization completed under the new law, the Civil Service Commission will have both power and knowledge, and from the secular point of view these things are at least the beginning of wisdom. Through its Organization branch the Commission will have direct charge of every man and woman in the Service. Every grievance can have a hearing and every plea an answer. The very knowledge of this fact will promote confidence and still unrest.

What has been said will indicate that the work of the Commission is very onerous. A glance at the reports prepared month by month confirm this impression. In the quarter from May to July, for instance, 4,883 applications were received for appointment to temporary positions, and these ranged all the way from office cleaners to architects. During this time examinations were held to fill 57 offices of a professional and technical nature, for which there were altogether 1,144 candidates. It does not seem strange that the Commission should desire suitable accommodation for this service. Though public business in Ottawa is supposed to slacken off in summer—the time of parliamentary recess and the season when thousands of people are holidaying in the country—there were an average of eighty callers at the office for every day of the quarter, and one day the number ran up to over 250, or an average of one about every minute and a half of the Commissions' working day. The letters

figures would be only figures—a careful record of repeated nothings. But such is not the case. The public service of Canada is already made up of about 55,000 people, and is being added to every day as the country grows in wealth, in population and in complexity of the common business. It includes every business of modern life and extends not only over the half-continent which is Canada but throughout the world wherever Canada is represented, This is a tremendous business and "takes a bit o' doin," as Tommy Atkins says.

A subject which Mr. Foran discussed with no little enthusiasm was that of publicity. Plans to this end are not completed, and what is to be done or not done could not usefully be discussed here. But one thing the *Civilian* reporter ventures as an opinion or impression, and that is that the present Civil Service Commission will practise publicity. This is said deliberately as a matter of contrast with the Commission as formerly organized. Concerning the old Commission there was a public impression of remoteness; of mystery —to use the modern word the Commission was esoteric. This is not to say that the old Commission sought this reputation, or deserved it—the plain fact is that it had it.

The present Commission, so far as it has gone, has carried the public, including the Civil Service, with it. One gets the impression that its work is understandable.

This is not merely the basis of publicity, it is publicity itself. All that is necessary is to maintain and extend it.

Of course, Mr. Foran and the Commission are not to be held responsible for the way in which the foregoing facts are put, much less for the opinions expressed. That is the work of the *Civilian* reporter.

The reporter brought away certain impressions which he ventures to submit for what they may be worth. In the first place he acquired a strong belief that the Civil Service Commission takes itself and its work seriously; that in good faith it has grappled close with the problems of the business committed to its charge and that it is worthy of confidence.

Another impression the reporter gained, though the subject was neither mentioned nor hinted at in the interviews here recorded, is that the Civil Service can help the Commission and that both duty and interest should cause the service to give that help in generous measure. As to how, that is another story, and one that cannot be told at this time. But the short of it is that the one great object in hand is efficiency in the public service, and if the Civil Service will do all in its power to promote that efficiency it will strengthen the Commission and will make that powerful body a wall of defence around everything that the Service seeks to maintain.

Progress of Classification Work.

The last of the cards sent out to employees were delivered to the department heads for distribution some days ago. The total number of cards actually delivered to employees exceeded thirty thousand, but this does not begin to represent the total number of the service, as in several cases many positions were grouped on one card.

As might be expected, the Post Office leads easily in the number of cards. A total of 11,528 employees of this department have received cards for the statement of their duties and Civil Service history. In addition a single card was prepared to show at a glance the duties of the 13,000 rural Postmasters. The second largest department measured by the number of cards actually distributed to employees is the Interior with a total of 1,953. The number of cards distributed to employees of other large departments, such as Militia and Defence, Marine, Customs, Railways and Canals, and the Naval Service was materially reduced by the fact than in many cases a single card was made out for a group of employees; large groups were also eliminated because of their being in the military or naval service.

Cards for several departments have already been completed and returned to the Organization branch for analysis. The numerous inquiries as well as the completed cards show that in the main all the misunderstanding was caused by a few questions. The prize puzzler was the request for information as to the "final rate" or salary. Many employees confessed themselves at a loss to tell the average number of hours per day given to each different kinds of work they performed. Much discussion developed also as to the meaning of the term "immediate superior."

The fact that the Organization branch insisted at all times that the work is a classification of positions received averaged over 350 a day, while those sent out, including "form letters," averaged over 1,000.

If all this receiving of callers, letter-writing, filing and indexing were of the Circumlocution Office kind, those and not of employees led many in the service to wonder as to the purpose of questions 13 to 24, in which definite information as to the employees' history in the service is asked for. The explanation is simple. The Civil Service Commission as a matter of fact is trying to kill two birds with one stone. The primary purpose of the cards is to get the information upon which a classification of the positions may be based. In addition, the Commission is also trying to get the service history of each employee in order that proper records in its office may be established. The answers to questions 13 to 24 are expected to serve the latter purpose.

—CSFC—

NOTES

Is there anybody in the Service who does not now know positively who his immediate superior is? If so, he is invited to speak up.

—o—

The Insurance department was the first to turn in the filled out cards to the Organization branch.

—o—

The task of reading and analyzing the 30,000 cards is a formidable one, which will probably consume several weeks. After that the Organization branch will still be confronted with the task of arranging the positions by services and by ranks or grades within each service.

—o—

At times the members of the Organization branch were fairly swamped with a deluge of inquiries as to the interpretation to be placed on various questions on the cards. Those in charge of the work, however, were uniformly prompt, courteous, and explicit in answering the questions hurled at them by mail, by telephone and in person.

—o—

It is a safe bet that the employees in the Civil Service in Canada have done more hard thinking about their jobs in the last month than in the preceding five years.

The Service's Vice.

The vice of the Civil Service is the excessive attention which is being paid to the infinitely little. There seems to be no one of sufficient authority or determination to give a ruling to the effect that the infinitely little does not matter. The practice appears to be, on the contrary, to record the infinitely little in all its manifest details, on the off chance that some inquisitive person may some day ask a question about it. And the consequence of these things is that the Civil Service is over-staffed.—(Evening Standard).

——CSFC——

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4. After you are forty you may, if you are not a fool, choose your own rules, your own medicine and your own food. But you will find that the more you are in the open air and the more you are with other people, the better you will succeed. You will also find that there is nothing gained by brooding over failure.

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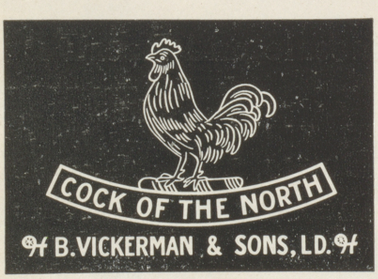
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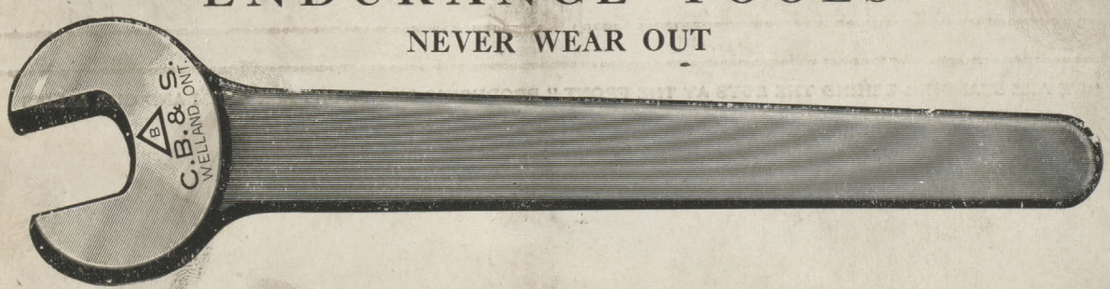
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